

# THE LABOUR GAZETTE

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JULY 1951  
Vol. LI No. 7

IN THIS ISSUE:

**Hours and  
Working  
Conditions in the  
Manufacturing  
Industries of Five  
Canadian Cities**

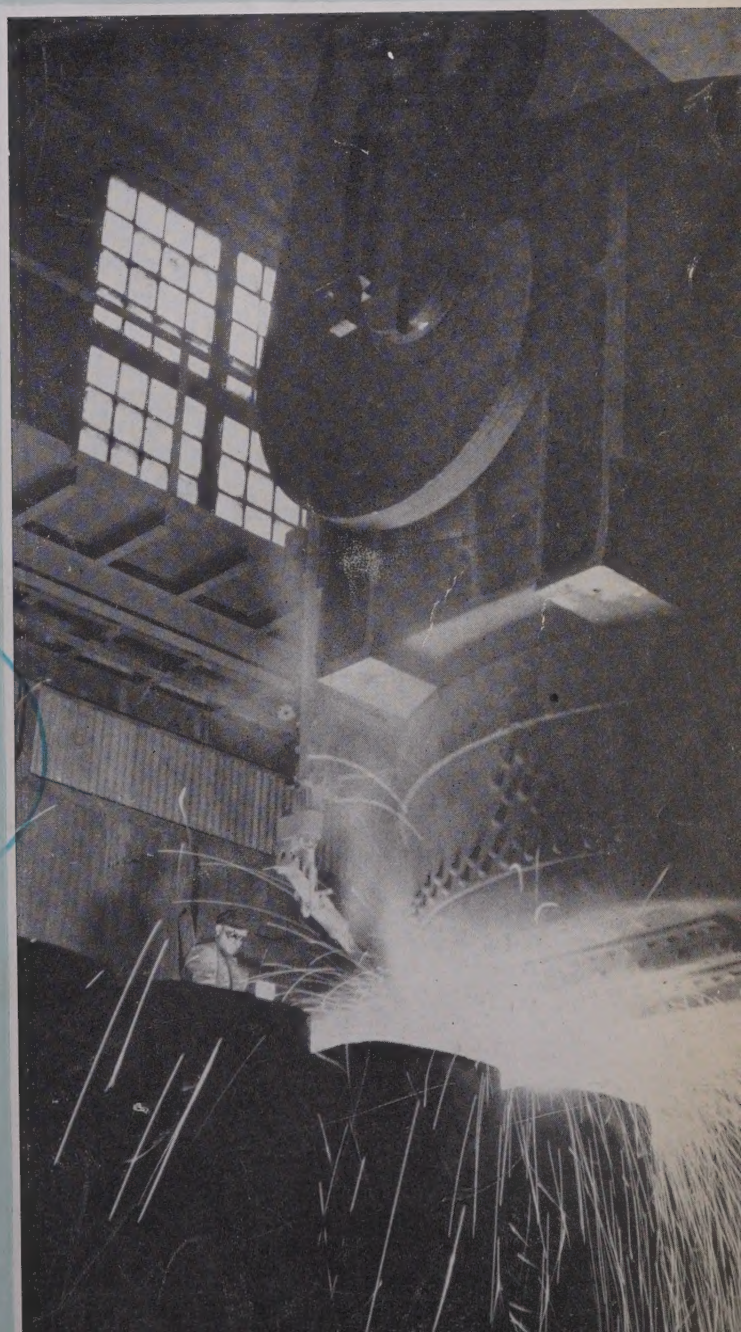
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# THE LABOUR GAZETTE

*The Official Journal of the  
Department of Labour of Canada*

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Canada and the World Movement Towards Social Justice

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- No. 7—Extent of Collective Bargaining between Unions and Employers' Associations or Groups
- No. 8—Numbers of Workers Affected by Collective Agreements in Canada, 1947, by Industry
- No. 9—Numbers of Workers Affected by Collective Agreements in Canada, 1948, by Industry
- No. 10—Primary Textile Industry
- No. 11—Canadian Meat Packing Industry
- No. 12—Numbers of Workers Affected by Collective Agreements in Canada, 1949, by Industry
- No. 13—Office Workers in Canada
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# THE LABOUR GAZETTE

PUBLISHED MONTHLY BY THE DEPARTMENT OF LABOUR

Hon. Milton F. Gregg, Minister

Arthur MacNamara, C.M.G., LL.D., Deputy Minister

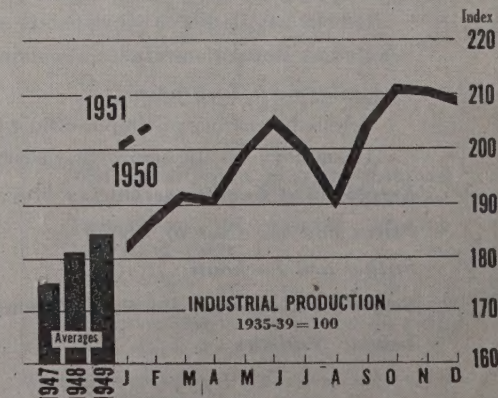
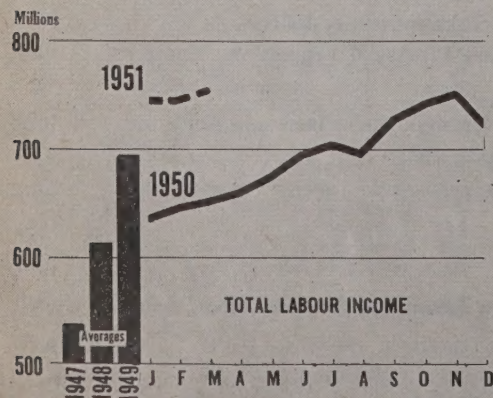
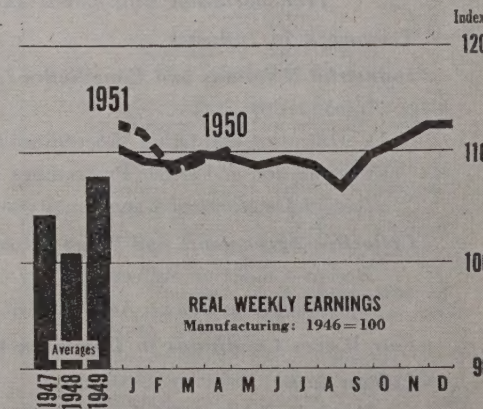
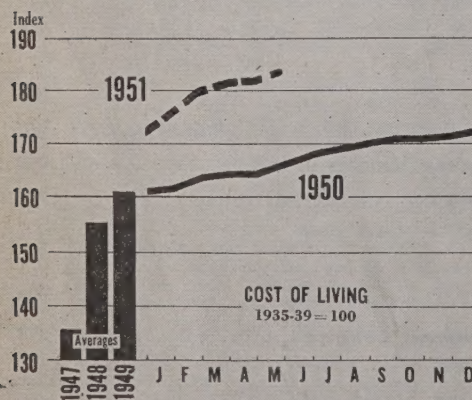
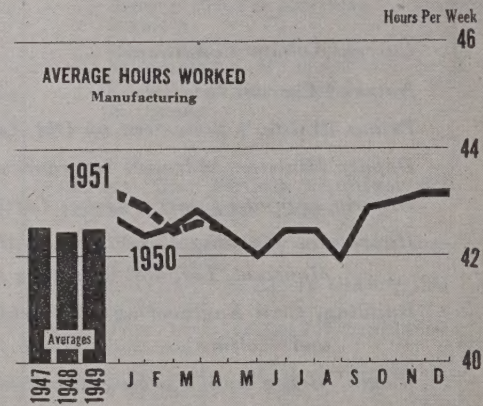
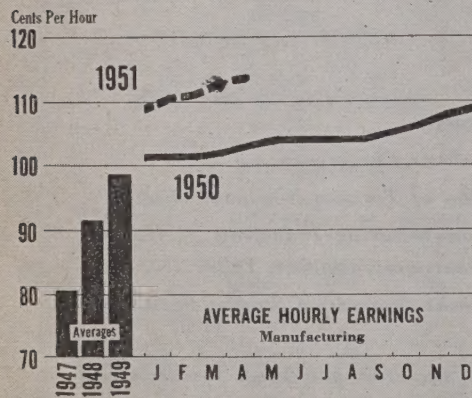
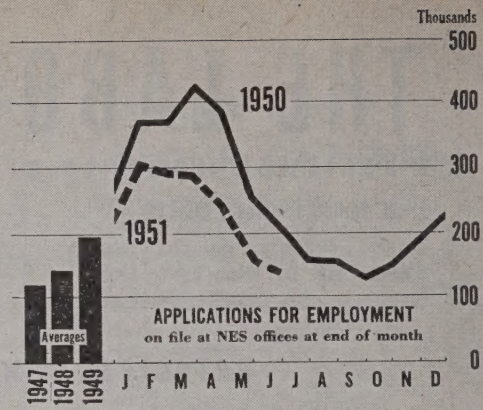
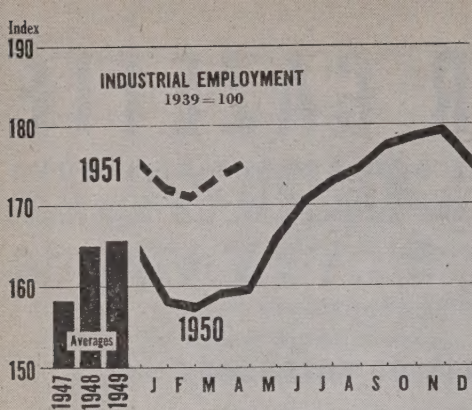
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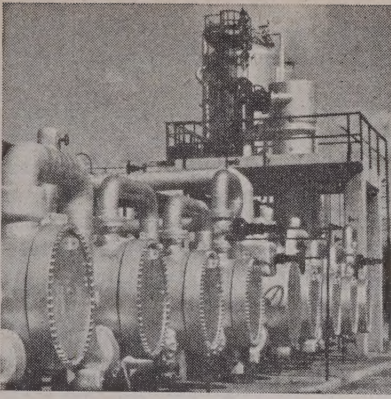
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## CURRENT LABOUR CONDITIONS

*This article summarizes the latest employment and labour information available at July 9, as the LABOUR GAZETTE went to press. It was prepared by the Economics and Research Branch, Department of Labour.*

**B**Y JUNE, it seemed clear that the Canadian economy had reached a new stage in the current preparedness program. The stimulus resulting from consumer spending and industrial construction in anticipation of possible shortages or price rises had slackened off and a different, although equally strong, demand pattern was developing. To a growing extent, labour requirements were being concentrated in the basic industries and the secondary manufacturing groups associated with them; in a construction program of even larger volume than the record year 1950; in the iron and steel using industries producing capital goods; and in a defence program which was just getting into production after a necessary time lag.

With this condition of strong labour demand, employment was at the highest point ever recorded. The general index of employment at April 1 was 173·3 (1939=100), 9 per cent above the figure at the same date in 1950. Unemployment was correspondingly low and the number of applications for employment on file with the National Employment Service dropped to 136,000 at June 21 from a winter peak of 304,000. Job vacancies registered in June reached 66,000, about 60 per cent higher than in the same month last year.

In the three main primary industries—agriculture, logging and mining—some difficulties were experienced in the early summer in obtaining workers, although for different reasons in each case. Farm labour requirements were about the same as last year but the available supply of workers was reduced by the pull of alternative employment opportunities. In response to a situation of potential labour shortage, wage rates in agriculture have shown a marked rise. In May, the Canada average monthly wage, with board, was about \$95, some \$10 higher than that one year earlier. Loggers were in short supply both for seasonal work in British Columbia and for the unusually heavy summer cut planned in the east. In the latter region, the movement of farmers back to agriculture, relatively unattractive working conditions in the woods during the early summer, and competition from other industries for the same pool of workers, all limited expansion but the number at work in the woods was estimated at 70 per cent above last year's levels. Mining employment in the past year has shown advances in the oil and base metal groups but declines in coal and gold mining. In aggregate, employment had increased by 12 per cent in the year ending April 1, 1951 in spite of the scarcity of men experienced in underground work.

Some readjustments in the manufacturing labour market were evident in June. Lay-offs and short-time work increased as a result of reduced sales, government anti-inflation measures and shortages of materials. These were chiefly in the consumer durable industries in Ontario and Quebec,



such as automobile and electrical appliance plants. In the textile industries, short time work became increasingly widespread in the early summer, partly due to seasonal factors.

A series of lay-offs took place in the automobile and parts industry during May and June, chiefly due to hold-ups in parts deliveries and lower sales volumes. Five major assembly firms and seven parts plants were affected. While most of the lay-offs were of short duration, only two or three days, there is some indication that production will be carried on at a lower level in the latter part of the year. Employment in the industry, including both assembly and parts plants, were reported at 57,000 at April 1, an increase of approximately 12,000 in the previous twelve months.

A drop in residential building and in some types of commercial and industrial construction planned for the 1951 season has been more than offset by other large-scale investment programs in the engineering, resource development and defence construction fields. Contracts awarded in the first six months of 1951 totalled \$1,178,000,000, more than double the figure in the same period last year. In part, this increase in value represents the sharp advance in construction costs, but the physical volume of work planned is also higher and a larger labour force will be needed. Data on employment at April 1 indicates an increase in the working force in this industry, the index at that date being 141.5 (1939=100), as against 134.1 one year earlier. The labour supply available was generally adequate up until June but scarcities were expected to develop as the season progressed.

The extent of the demands which defence production and military requirements will make on the Canadian labour force had become increasingly clear by June. In industries engaged directly in defence work, a sharp employment rise has occurred although the number of workers taken on was not large in terms of the total labour force. In the aircraft, shipbuilding and chemical industries which embrace a large part of the total program, employment increased from 68,000 to 80,000 in the year ending April 1.

Canada's armed forces now total 80,000 men, it was announced by Defence Minister Claxton during June. The total a year ago was 47,000. In addition, some 31,000 civilians are employed in national defence work.

On the supply side, additions to the labour force through immigration were much heavier in the first half of this year. Up to May 31, a total of 60,000 persons had been admitted to Canada, double the figure in the same period last year. About 34,000 of this total were classified as "workers". Nearly 10,000 of these are for farming work; 8,000 were classified as skilled workers; 8,000 as unskilled and semi-skilled workers; and 2,000 as domestic workers. This reflects in part the channelling of immigrants into areas of shortages, such as farming and domestic work, through the organized immigration movements arranged by the Department of Labour in co-operation with the Department of Citizenship and Immigration.

## IN BRIEF

The cost-of-living index increased from 182.0 to 184.1 (1935-9=100) during May. Approximately two-thirds of this increase was contributed by higher food prices. . . . The value of Canada's retail trade in April was estimated at \$817,000,000 as compared to \$719,000,000 in the corresponding month last year. Motor vehicle sales reached an all-time high of \$167,000,000, a rise of 48 per cent over April, 1950. . . . Wholesale prices in May showed a downward trend for the first time since October. . . . The value of domestic exports in May showed a rise to \$323,000,000 from \$287,000,000 in May, 1950. Exports to the United States rose in value while those to the United Kingdom declined slightly. . . . The value of inventories held by Canadian manufacturers continued to rise in April, the D.B.S. index number reaching 161.8 per cent of the 1947 value.



# CURRENT LABOUR STATISTICS

(Latest available statistics as of July 10, 1951)

Principal Items	Date	Amount	Percentage Change from	
			Previous Month	Same Date Previous Year
<b>Manpower—</b>				
Total civilian labour force (a).....	Mar. 3	5,172,000	—	+1.3
Persons with jobs (a).....	Mar. 3	5,000,000	—	+4.3
Persons without jobs and seeking work (a).....	Mar. 3	172,000	—	-44.9
Registered for work, N.E.S.				
Atlantic Region.....	June 28	20,037	-23.4	-50.6
Quebec Region.....	June 28	39,865	-15.5	-36.2
Ontario Region.....	June 28	39,771	+9.9	-17.5
Prairie Region.....	June 28	17,761	-15.1	-37.3
Pacific Region.....	June 28	22,336	+8.3	-10.9
Total, all regions.....	June 28	139,770	-7.5	-31.7
Ordinary claims for Unemployment Insurance				
Benefit.....	June 1	88,897	-35.0	-39.3
Amount of benefit payments.....	May	\$5,660,431	-26.3	-41.0
Index of employment (1939=100).....	May 1	175.2	+1.1	+9.7
Immigration.....	April	14,188	+19.6	+82.4 (b)
<b>Industrial Relations—</b>				
Strikes and lockouts—days lost.....	June	128,150	—	+41.5 (b)
No. of workers involved.....	June	13,641	—	+106.3 (b)
No. of strikes.....	June	52	—	+67.5 (b)
<b>Earnings and Income—</b>				
Average weekly wages and salaries.....	May 1	\$49.17	+1.5	+9.6
Average hourly earnings (mfg.).....	May 1	\$1.14	+1.2	+11.3
Average hours worked per week (mfg.).....	May 1	42.5	+0.2	+0.2
Average weekly earnings (mfg.).....	May 1	\$48.49	+1.5	+11.6
Cost of living index (av. 1935-39=100).....	June 1	184.1	+1.2	+11.3
Real weekly earnings (mfg. Av. 1946=100).....	May 1	110.3	+1.4	+0.6
Total labour income (c).....	March	\$758,000,000	+2.3	+16.6
<b>Industrial Production—</b>				
Total (Av. 1935-39=100).....	April	218.4	+0.6	+14.5
Manufacturing.....	April	228.5	+0.3	+14.7
Non-durables.....	April	199.9	+1.3	+8.1
Durables.....	April	277.5	-1.0	+24.1
<b>Trade</b>				
Retail trade.....	April	\$817,400,000	+0.4	+13.7
Exports.....	May	\$323,400,000	+9.6	+12.7
Imports.....	May	\$407,400,000	+3.7	+40.4

(a) Estimated on basis of sample labour force survey. Only those who did not do any work in the survey week are here classified as persons without jobs.

(b) These percentages compare the cumulative total to date from first of current year with total for same period previous year.

(c) Revised Series.

Data in this table are preliminary figures from regular reports compiled by various government agencies, including Dominion Bureau of Statistics, the Unemployment Insurance Commission, the Immigration Branch, Department of Citizenship and Immigration, and the Economics and Research Branch, Department of Labour. Detailed information can be found in the statistical appendix of the Labour Gazette.



# Notes of Current Interest

## **UIC hearing re proposed coverage of hospital employees**

Representatives of hospitals and charitable institutions and organized labour appeared before the Unemployment Insurance Commission on May 16, to present their views on the proposal to extend the coverage of unemployment insurance to certain categories of employees in hospitals and charitable institutions.

The proposal is designed to give coverage to maintenance and office employees of these institutions, similar to that which they would have if employed in industry (L.G., May, 1951, p. 629). The Unemployment Insurance Act at present permits a hospital or charitable institution to voluntarily elect to insure a group or class of its employees; to date only a small percentage of employees have been insured under this provision. The proposal does not affect medical, nursing or technical staff.

Attending the hearing were representatives of the Trades and Labour Congress of Canada, the Canadian Congress of Labour, the Canadian Hospital Council, and the Canadian Red Cross Society.

The hospitals, while sympathetic, opposed the proposal on financial grounds. It was pointed out fifty per cent of hospital patients received hospital services at less than cost, and extension of coverage to the classes indicated would mean an added financial load for the paying patients to bear. They saw no way of meeting the additional expense involved other than by passing it on to the patients, who are already finding it increasingly difficult to meet the costs of hospitalization, or else by curtailing their services.

Speaking on behalf of the Canadian Red Cross, the Society's representative stated that the proposal, if carried out, would result in a cost of approximately \$25,000 a year to his organization, and he was apprehensive that if administration costs of the organization increased to any extent the public might be less inclined to support the Society. He suggested the exclusion of administrative and clerical staff from the proposal.

The trade unions were strongly in favour of extending the coverage as proposed. They were of the view that all employees should be entitled to benefit under the Act, and that any existing discriminations should be removed. The employees who would be covered by the proposed extension are in the lower wage bracket, it was pointed out, and turnover among them is high. The unions therefore, felt, that it was important that these employees should not have to suffer interruption or loss of unemployment benefit because they are employed in hospitals or charitable institutions, when in similar occupations elsewhere they would normally be covered.

It was argued that Canadian hospitals receive financial assistance from the federal, provincial and municipal governments, and special grants for indigent patients, and that if this assistance is insufficient, the appeal should be to the governments concerned, and should not be a cause for refusing to allow insurance coverage to hospital employees.

## **V. C. Phelan awarded Citation of Merit**

Meeting in convention at Rapid City, South Dakota, the International Association of Public Employment Services, awarded its "Citation of Merit" to Mr. V. C. Phelan, Director of the Canada Branch of the International Labour Office.

The "Citation of Merit" is awarded annually to one Canadian and one American for outstanding contribution in the field of public employment service development and administration. Canadian winner of the award in 1950 was Dr. A. MacNamara, Deputy Minister of Labour (L.G., July, 1950, p. 986).

The citation to Mr. Phelan reads as follows:—

V. C. Phelan, Director, Canadian Branch of the International Labour Organization, Humanitarian, Distinguished Citizen and Devoted Public Servant.

Advocate for enlarging the opportunities of useful work for all and for minimizing the hazards of unemployment to wage-earners and to society;

Pioneer in planning and building a system of Unemployment Insurance and National Employment Offices in Canada;

Whose knowledge, devoted spirit and unique abilities, in serving to strengthen the forces of democracy,



are recognized with appreciation by the International Association of Public Employment Services at its 38th Annual Convention in Rapid City, South Dakota, June 6, 1951.

The Association's 1951 Citation for similar contribution in the United States was presented to Mr. Harry S. Truman, President of the United States.

#### **TLC-CCL statement on international affairs**

The Trades and Labour Congress and the Canadian Congress of Labour, recently released a joint statement outlining the objectives and aims of the two organizations in international affairs.

The Congresses said "the triumph of freedom over dictatorship can be achieved through the uncompromising resistance of the free trade union movement against those totalitarian movements which seek its destruction." They also pointed to the leading role played by the ICFTU in the "resistance against Communism and other forms of dictatorship."

The statement said in part:—

We believe that, if the threat to world peace is to be overcome without a catastrophic global war, the free trade unions will necessarily have to play an increasingly meaningful role in enlisting the forces of freedom in a crusade which will mean social betterment for underprivileged peoples in lands where hunger and exploitation still thrive. It will mean that the aims and objectives of free trade unionism here in Canada will necessarily have to be better understood in the councils of government.

The two organizations pledged themselves to strengthen the ICFTU in every manner possible, so as to ensure the final triumph of democracy over dictatorship, social justice over exploitation, and freedom over slavery.

#### **University of Toronto Institute of Business Administration**

The Institute of Business Administration of the University of Toronto, has released a brochure describing the work and scope of the Institute.

The Institute in its present organizational form was established in July, 1950. An Institute of Industrial Relations had been established in 1946 whose "functions were to promote the study of industrial relations in the widest sense . . . to promote research, and to develop contacts with business and union leaders."

The new Institute has carried on this part of the program, and has extended activities into new fields.

These activities include: courses for people in business and public life; conferences on the problems of small business; trade union administration; research in human relations, industrial relations, and business administration.

One of the important services offered by the Institute is assistance to trade unions in conducting educational programs concerned with problems of union administration and policy. Describing this work, the brochure says:—

It now seems clear that the present Institute of Business Administration might serve a useful function by providing opportunities (1) for the training of trade union leaders in problems of administration; (2) for the education of trade union members in the social and economic problems of an industrial community; and (3) for trade union personnel to discuss their problems with students and faculty members, and with representatives of management.

In connection with this program, the Institute is developing plans to work with two union groups, The Amalgamated Clothing Workers, and the Canadian Brotherhood of Railway Engineers and Other Transport Workers, in the field of trade union education.

In addition to these specific programs, group conferences have been held on many topics including human problems in industry, administration of collective agreements, and adjustment counselling.

#### **Thomas Cantrill honoured on retirement**

After 32 years of service with the Department of Labour, Mr. Thomas Cantrill has retired. At the time of his leaving he held the position of

Assistant Accountant in the Annuities Branch.

Officers and colleagues of the Department took the occasion to express their esteem and presented Mr. Cantrill with a radio and phonograph. The presentation ceremony took place on May 17 at the Annuities Branch. Among those participating were the Hon. Milton F. Gregg, Minister of Labour, who made the presentation, Mr. A. MacNamara, Deputy Minister of Labour, Mr. C. R. McCord, Director of Annuities, and Mr. E. J. Grimes, Accountant, Annuities Branch. Mrs. Cantrill was the recipient of a bouquet of roses.

Mr. Cantrill joined the staff of the Department of Labour after serving in France with the Canadian First Division (Red Chevron). On his return from overseas, he joined the Department of



Labour and was employed in the office of the Deputy Minister. In 1927, he transferred to the Annuities Branch.

During his long connection with the Department of Labour, Mr. Cantrill has earned the respect of all by his conscientious devotion to duty, his dependability, and in his dealings with other members of the staff.

#### **Calendar reform endorsed by Labour**

Canada, the Canadian Congress of Labour, and the Canadian and Catholic Confederation of Labour, which together represent more than 83.5 per cent of Canadian organized labour.

In Canada, the new calendar plan as proposed by the World Calendar Association—an international organization, with an active Canadian branch—has the endorsement of such bodies as the Canadian Manufacturers' Association, the Canadian Retail Federation, various local Chambers of Commerce and Boards of Trade. The Canadian railways have signified that the plan is acceptable to them.

Internationally, the Association reports, the World Calendar has been approved by business, scientific and professional organizations, and by churchmen of almost all faiths, and is supported by member nations of the United Nations.

Replacement of the present Gregorian calendar, with its irregularities, by a reformed calendar is the objective of the Association. The complications in our present calendar, the Association explains, stem mainly from the fact that a year of 52 weeks occupies only 364 days, while the calendar must accommodate a 365-day year in ordinary years and 366 days in leap years. These extra days keep the dates in constant revolution through the days of the week.

The proposed World Calendar retains the structure of the present calendar, but is uniform from year to year. Every date falls always on the same day of the week, even in leap years, and the four quarters are identical in all respects. The first month of each quarter has 31 days, the other two months 30 days each, while each quarter starts on a Sunday and ends on a Saturday. Every month in the year has the same number of working days.

#### **Labour income in January and February**

*Estimates of Labour Income*, a bulletin published by the Dominion Bureau of Statistics, indicates that wages, salaries and supplementary labour income in Canada totalled \$741 million in both January and February, 1951—an increase of \$20 million or 2.8 per cent over the level of December, 1950. Salary and wage increases were largely responsible for this change, the bulletin states, since employment fell off slightly during the period.

In addition to the estimates for January and February, 1951, the bulletin provides revised monthly figures for 1949 and 1950 and new averages for the years from 1938 to 1948. "Improved and expanded source materials have made possible corresponding improvements in these estimates and at a later date revised monthly estimates of labour income for 1946 to 1948, inclusive, will be published, along with new annual estimates for the years 1926 to 1950. Estimates for Newfoundland will be inaugurated at the same time."

#### **Trainmen and railway operators reach agreement in U.S.**

Late in May, the Brotherhood of Railroad Trainmen, and the United States railways reached a settlement of their 26-month dispute. Press reports said that the settlement was based on five main provisions:—

A wage increase of 33 cents an hour, or \$2.64 a day, for yard workers.

A wage increase of 18.5 cents an hour, or \$1.48 a day, for roadmen.

Establishment of the forty-hour week in principle for yardmen. However, it is set aside until January 1, 1952, because of the present emergency and manpower shortages.

An escalator clause geared to living costs.

A three-year moratorium, dated October 1, 1950, on proposals for changes in wages and rules.

The agreement was based on a memorandum of agreement drawn up in December, 1950, and rejected at that time by the Brotherhood of Railway Trainmen and three other operating brotherhoods.

The new agreement is reported to have settled all points of difference between the railways and their employees except two. These two points are: pay for coupling and uncoupling hose; and the rate of pay to road service employees performing more than one class of service on a single trip.



The agreement provided that these points would be submitted to a referee appointed by President Truman.

The settlement also provided for a reduction in the basic hours of dining car stewards from 225 to 205 a month with no decrease in pay. In addition the stewards received a wage increase of \$34.42 a month.

**First report on U.S. defence mobilization program** The first quarterly report of the Director of Defence Mobilization for the United States, Charles E. Wilson, has recently been released.

The report, entitled *Building America's Might*, tells of the progress made in mobilizing America's military strength and productive power. The report also deals with American participation with other nations "in building collective strength for purposes of mutual defence."

Discussing the problems of manpower resources, Mr. Wilson warned that any wasting of these resources "could become the limiting factor in production and in military strength." Mr. Wilson outlined a six-point policy designed to avoid this danger. He said:—

We must distribute our manpower between the military services and the civilian economy so as to achieve the best result in terms of the national interest.

We must expand the supply of manpower available for defence production, including agriculture, until requirements are met.

We must utilize our work force at their highest skills and capacities.

We must quickly train adequate numbers for defence jobs and continue the education and training of skilled and scientific personnel.

We must provide adequate housing and community facilities and services for defence workers whenever the defence production cannot be located where the workers already live.

We must maintain our basic standards of education and health, so as to develop our manpower resources over the long run.

Mr. Wilson stated that in his opinion "all of the foreseeable manpower needs for defence production can be met without using compulsory measures." He stressed the desirability of free choice in choosing employment, and noted that this had been established in "the President's national manpower mobilization policy."

The Mobilization Director estimated that directly and indirectly, "the portion of the labour force engaged . . . in defence production will have to be increased by 3 to 4 million workers in 1951." While part of this requirement would be met by

a shift of labour to defence production, Mr. Wilson stressed the need of adding to the present working force.

Describing the initial stages of the employment situation, Mr. Wilson said:—

During this initial phase of the defence program, employment on defence orders has been very largely superimposed on the continuing high volume of goods produced for the civilian economy. The major part of the employment impact of the defence program upon civilian industries still lies ahead.

Mr. Wilson said that expanded civilian and defence production "has led to a general tightening of the labour supply." He also noted certain local shortages in skilled, professional, and semi-skilled occupations.

The three major sources of the 3 to 4 million additional defence workers would be:—

Transfers of workers from non-defence activities;

Reduction of the number of unemployed;

Addition of new workers to the labour force.

In addition, Mr. Wilson also recommended increased hours of work, but he said that there were "definite limits to the extent to which production can be increased by increasing overtime."

#### **Role of safety program in United States mobilization**

Speaking at the President's Conference on Industrial Safety, which was held in Washington in May, Maurice J. Tobin, United States Secretary of Labour stressed the fact that the industrial safety program of his Department was intimately bound up with the total manpower mobilization effort.

Mr. Tobin said: "by . . . all the means at our command, we must dramatize the importance of saving lives on the production front as we try to save them on the battle front." He pointed out that as a result of the Korean conflict, many safety associations and employers had extended their safety service in order to conserve the manpower which they foresaw would quickly become scarce. "Saving lives in defence production is a job that requires the energy and experience of every agency, public or private, every safety engineer, every executive and labour representative concerned with the problem", he said.

Mr. Tobin outlined the safety program of his Department which has been assigned to the Bureau of Labour Standards. The Bureau will assist State labour depart-



ments which request and need help to develop special safety programs in defence and essential civilian industries. It will also prepare materials to permit a speedy resumption of the successful safety training program inaugurated in World War II; conduct research and develop engineering standards for the control of new technological hazards; and promote the safety and health of maritime and Federal civilian employees.

To provide additional information for planning and operating this defence safety plan, the Bureau of Labour Statistics, in co-operation with State labour departments, will extend its collection and analysis of injury frequency and causation data, particularly in defence industries, with greater breakdowns by State and industry.

Dealing with the total manpower mobilization effort of his Department, Secretary Tobin said, "part of that effort contemplates the training of additional thousands of apprentices to supplement our scarce supply of skilled labour. It would be stupid to do this and risk the loss through job injury of those skills we already have and need so badly."

#### **New code of ethics for arbitration in United States**

Following two years of study and drafting, the American Arbitration Association, and the National Academy of Arbitrators, in co-operation with the U.S. Federal Mediation and

Conciliation Service, have published a code of ethics designed for use in the arbitration of labour-management disputes.

The new code, which is a revision of an earlier one, lays down standards of ethics for both parties to disputes, and arbitrators. The code was drafted because:—

it was considered that the ethical and orderly conduct of labour-management arbitrations necessarily requires the observance by the parties of certain obligations and duties in order to make the essential standards of arbitrators more effective. In view of the plain desire of management and labour representatives to have their differences conclusively resolved through the arbitration process, it is highly desirable that arbitration be self-disciplining, thus promoting respect for this process and narrowing the situations in which resort is had to courts to set aside, modify, or enforce awards.

The code is divided into three sections headed code of ethics for arbitrators, procedural standards for arbitrators, and conduct and behaviour of parties.

The code describes an arbitrator as one whose function "is to decide disputes," and stresses the importance of the role he is

to play. He "should uphold the traditional honour, dignity, and prestige of the office." In the case of nominees to tripartite boards, the code says: "It is the duty of the parties' nominees to make every reasonable effort to promote fair and objective conduct of the proceedings, to aid the arbitration board in its deliberations and to bring about a just and harmonious disposition of the controversy. It is recognized, however, that the parties frequently expect their appointees to serve also as representatives of their respective points of view."

However, arbitrators "should refrain from conveying to the parties who appointed them the discussions which take place..." Neutral board members should adhere to the code and remain strictly impartial.

The qualifications of an arbitrator are to be assessed by the appointing parties, the code says, but he must "disclose any circumstances, associations or relationships that might reasonably raise any doubt as to his technical qualification for the particular case." He must never solicit cases or advertise his services. To successfully carry out his functions, the arbitrator:—

(a) should be conscientious, considerate and patient in the discharge of his functions. There should be no doubt as to his complete impartiality. He should be fearless of public clamour and indifferent to private, political or partisan influences.

(b) should not undertake or incur obligations to either party which may interfere with his impartial determination of the issue submitted to him.

The arbitrator's duty to the parties "is to determine the matters in dispute," governed by their expressed wishes. It is not his duty to induce a settlement contrary to their wishes. Once he has accepted appointment, the arbitrator should be prepared to act until the matter has been settled. Should circumstances compel him to withdraw, he is obligated to inform the parties promptly, and explain his action.

The code emphasizes that the arbitrator must not disclose arbitration proceedings or terms of an award to any third party or the public without the consent of the two parties to the dispute. While an individual arbitrator has the right to file a dissenting opinion to that of other board members, the code suggests that such an opinion "should be based on the arbitrators' views on the evidence and controlling principles, and not on discussions which took place in the executive sessions of the board."

The code lays down a general line of procedural standards for the conducting of hearings. These standards provide for his



compensation, expenses, and arrangements for hearings. The code recommends that the arbitrator file his award promptly and that it "should be definite, certain and final, and should dispose of all matters submitted. It should reserve no future duties to the arbitrator except by agreement of the parties."

It is recommended that parties to a dispute "should approach arbitration in a spirit of co-operation with the arbitrator, and should seek to aid him in the performance of his duties." The code stresses that once an arbitrator is chosen, he should not be subject to any pressure or influence by the parties. Once the parties have agreed to arbitration, they "should accept and abide by the award." The booklet also lists several other rules for the disputing parties as general guides on ethics and procedure.

The booklet, *Code of Ethics and Procedural Standards, for Labour-Management Arbitration*, can be obtained from the American Arbitration Association, 9 Rockefeller Plaza, New York 20, N.Y.

#### **Effect of tips on wages of restaurant workers**

An article in a recent issue of the New York *Industrial Bulletin* deals with the effect of tips on the wages of restaurant workers.

Minimum wage standards have been effective in New York's restaurant industry since June of 1940, states the article. Under the minimum wage order tips may not be considered as part of wages. However, different rates are prescribed for employees who customarily do or do not receive tips. For example, the basic rate in New York City is 32 cents an hour for service employees and 52 cents an hour for non-service employees. A service employee is defined as one whose duties relate solely to the serving of food to patrons seated at tables and who customarily receive gratuities from such patrons. All workers, other than service employees, are defined as non-service employees.

According to reports submitted by employers in New York State, about 84 per cent of table waiters usually received tips from customers. Tipping was much less common among counter than table waiters.

Restaurant workers in New York State who were accustomed to receiving tips from patrons had considerably lower average hourly earnings excluding tips, than other workers—61 cents an hour as compared with 96 cents.

Another factor which tended to influence earnings, states the article, was whether or not meals were furnished workers. An employee working less than five hours a day is entitled under the minimum wage law to one meal and an employee working longer hours must receive at least two meals. The restaurant minimum wage order requires an employer to pay 10 cents more than the basic hourly rate if no meals or less than the required number are provided. Eighty-nine per cent of workers in New York State restaurants were provided with meals by their employers.

#### **U.S. Court renders decision in pension case**

A recent ruling by a United States Court of Appeal has established the right of employees, who have met the requirements of an obligatory pension plan as to age and length of service with an employer, to receive a pension although discharged for economy reasons and not for pension purposes.

The judgment said in part:—

Obligation of employer, under collective bargaining contracts, to maintain a system of retirement with pension for certain qualified employees means that the obligation runs to each employee who qualifies, and not that employer is obliged merely to maintain a pension system under which an employee is not a beneficiary unless he is discharged for pension purposes by unilateral act of employer.

After execution of collective bargaining contracts obligating employer to maintain a system of retirement with pension for certain qualified employees, the employer could not by its unilateral act withhold pension from employee who qualified.

The decision reversed an earlier ruling by a lower court.

#### **U.S. order on employment of minors in hazardous occupations**

On August 23, 1950, the Secretary of Labour of the United States issued a Hazardous Occupations Order (No. 8) declaring occupations involved in the operation of power-driven, metal-forming, punching and shearing machines to be particularly hazardous for employment of minors between 16 and 18 years of age and therefore prohibited for all persons under 18. The Order became effective on October 30.

Made under the authority of the Fair Labour Standards Act, 1938, the Order was issued after public hearings on a proposed Order held by the Secretary of Labour on November 9, 1948. The hearings took place following a Report of investigation into the hazards to young workers in operating such machinery. This Report,



which was published recently by the U.S. Bureau of Labour Standards as Bulletin No. 139—*The Operation of Power-Driven, Metal-Forming, Punching, and Shearing Machines*, contains the text of the Hazardous Occupations Order in the Appendices.

In summarizing the findings of the investigation the Report points out that the injury-frequency rate for minors under 18 years of age in manufacturing industries in general is higher than for adults. Because of the high frequency and severity of injuries and the unanimous agreement of experts, it was found that the work of operating certain forming, punching and shearing machines is particularly hazardous for the employment of minors between 16 and 18 years of age under the child-labour provisions of the Fair Labour Standards Act. It was decided also that the work of apprentices in trades using forming, punching, and shearing machines is not considered to be particularly hazardous as a whole, provided a relatively small amount of time is spent operating such machines under close supervision. Certain safeguards recommended where exemption for such apprentices is justified were included in Hazardous Occupations Order No. 8.

#### **New York State Unem- ployment Insurance Law revised**

New York State's Unemployment Insurance Law has been amended to provide higher "jobless" benefits for workers, and to reward employers with

stable employment records through reduced assessments. The amending legislation was signed by Governor Dewey on April 10.

Under the revised law, the maximum benefit for an unemployed worker is increased as of December 31 next from \$26 to \$30. The minimum benefit remains at \$10 but, it is explained, the new computation formula will give workers as much as two-thirds of their normal weekly wages, compared with one-half under the former law.

The standard benefit year, running from June to June, will be replaced by a variable benefit year. This means that each new claimant will have an individual benefit year, commencing on the Monday after he files a valid original claim, and it will run for 52 weeks from that date.

To qualify for benefits a worker must have had some insured employment in at least twenty weeks of the fifty-two preceding his application and he must have earned an average of at least \$15 a week in these twenty weeks.

For employers, the principal innovation is establishment of individual accounts, under which the unemployment insurance fund will credit each employer with his individual tax payments and charge him for the benefits drawn by his jobless workers. The status of an employer's account coupled with the total reserve in the state fund, will determine his tax rate for the year.

For 1952, employers will be taxed on a graduated scale, based on their individual experience, with taxes ranging from 1.7 to 2.7 per cent of payrolls. After 1952, the arbitrary 1.7 per cent minimum will be eliminated and employers with stable employment records eventually may pay no tax at all. The maximum tax will stay at 2.7 per cent, the level now paid by all employers.

These changes, it is estimated, will result in a saving to stable employers of \$100 million in contributions during the first year, increasing considerably in later years.

The New York State law does not require employees to make any contributions.

According to press reports, debate in the legislature on the revision was stormy. Opponents of the bill which included organized labour, contended it was a "danger to the reserve fund," and a detriment to smaller firms and the unemployed, while the sponsors claimed that it is "the most adequate jobless insurance law in the nation."

#### **New articles adopted for Human Rights Covenant**

The United Nations has adopted provisionally several changes in the Draft Covenant on Human Rights. According to a recent edition of *United Nations Bulletin*, the changes deal with the machinery for implementation of the Covenant.

The Commission, holding its seventh session in Geneva also drafted a number of economic, cultural, and social rights to be included in the Covenant. Those so far approved relate to the right to work and to just and favourable conditions of work; the right to adequate housing and standard of living and to health standards; and the right of everyone to form and join local, national, and international trade unions of his choice.

The primary effect of the changes in the Covenant is the inclusion of the International Court of Justice as an essential factor in establishing the machinery of implementation.



The original first draft provided for the setting up of a seven-member Committee on Human Rights to implement the provisions of the Covenant. This body, was to be elected by state parties to the Covenant from a panel of their nominees, the *Bulletin* said.

Under the new changes, these seven members will serve in a personal capacity. They are to be elected by the International Court of Justice out of a panel to be provided by the state parties to the Covenant. They will hold office for five years with the exception of four members whose terms will expire at the end of two years. The names of the four parties will be chosen by lot.

The *United Nations Bulletin* also reported that Mrs. Franklin D. Roosevelt who had been Chairman of the Commission since it was set up in 1946, had announced her retirement. On her recommendation Dr. Charles Malik of Lebanon was unanimously elected Chairman.

#### UN Statistical Year Book

The second volume of international statistics, published by the Statistical Office of the United Nations, has recently been released. The work has been compiled by the United Nations Statistical office in co-operation with specialized UN agencies, other intergovernmental organizations, and many national governments. Information in the book covers some 250 countries and territories.

The world population at mid-1948 was estimated to be 2,349 millions. This figure is a combination of census reports and estimate. Europe had the highest density of population of any continent, 79 persons per square kilometre (1 mile equals 1.609 kilometres). North America had about 9 persons per square kilometre; Canada had 1, and the United States 19. Puerto Rico with 246 persons to the square kilometre is the most densely populated territory in North America. In Asia, Japan has the highest density of population with 218 persons per square kilometre; South Korea was next with 216 persons per square kilometre.

Life expectancy in all countries of the world is greater than in 1900, but the life-span is greater in some countries than in others. The survey showed that women "may expect to live longer than men in nearly every country," the only exception being India.

A Swedish male, aged 30, in the period 1941-45, could expect to live 42.57 years longer; and a female 44.01. The same

people in India would have a life expectancy of 23.6 and 22.3 years respectively. In Canada, a man, aged 30, had a life expectancy of 40.73 years, and a woman 42.98. In the United States, the figures would be 38.21 and 41.22 respectively. Canada ranked fifth among seventeen countries in life expectancy.

World production (excluding Russia) of wheat, maize (corn), oats, potatoes, natural rubber, coal, crude petroleum, iron ore, steel and copper in 1949 was lower than in 1948. Increases in production in iron ore, zinc, and shipping tonnage was higher in 1949 than in 1930:—

These were either entirely or almost entirely accounted for by increased United States output, which also accounted for most of the increase over this period for wheat, cotton, petroleum, rayon, sulphuric acid, motor spirit (gasoline), steel and aluminium. The most striking expansion between 1930 and 1949 took place in the output of the newer products such as rayon and aluminium.

World wheat production in 1949 was 139 million metric tons (1 metric ton equals about 2,200 pounds). This was a 7 per cent increase over 1930. The United States produced almost 23 per cent of this output, China 16 per cent and Canada 7 per cent.

In addition to the information summarized above, the Year Book contains figures on coal and petroleum production, crude steel, natural rubber, merchant shipping, external trade, medical facilities, newsprint consumption and newspaper circulation, manpower, production, construction, national income, wages and prices, transport and public finances. Statistics also appear on many other matters of basic economic information.

Copies of the study, *Statistical Year Book, 1949-50*, may be obtained from the Ryerson Press, 299 Queen St. West, Toronto, for \$6.

#### World Congress of Professional Workers meets in Brussels

More than 200 delegates and official observers, representing trade unions in 18 countries, were present at a four-day World Congress of Professional Workers organized by the ICFTU, and held recently in Brussels, Belgium.

The purpose of the Congress was to discuss the formation of new international organizations for those groups of professional and supervisory employees for whom no special bodies at present exist.

During the conference, two regular resolutions were passed. The first of these on non-manual workers' organizations, recognized the "common bond which unites



basically the interests of manual and non-manual workers in all spheres." The resolution said further:—

Within the framework of an economic democracy, there must be the fullest recognition of the right of non-manual workers to a voice in the conduct of the enterprise. This requires an extension of joint consultation to consider production problems and questions relating to welfare and efficiency, so as to provide for the participation of non-manual workers through trade union machinery.

This resolution also gave support to the ICFTU program of "encouraging and assisting free trade unionism in under-developed areas." The resolution on international relations recommends that the ICFTU International Consultative Committee for Professional, Administrative, Commercial and Supervisory Employees "continue its activities, the composition of the Committee to be such as to ensure full representation of all the interests concerned without prejudice to the functions of the International Trade Secretariats of non-manual workers." The resolution also recommends that "the ICFTU Consultative Committee consider ways and means of enabling the non-manual workers to make a greater and more effective contribution to the work of intergovernmental agencies such as the International Labour Organization, the Economic and Social Council of the United Nations, the World Health Organizations, etc."

Two special resolutions were also passed by the Congress. One of these condemned both the "expropriation of the newspaper *La Prensa*," by the Argentine Government; and the withdrawal of "press credentials of a *New York Times* correspondent" by the Spanish Government. The other resolution called for methods of increasing productivity, and improving the living standards and working conditions of all workers.

#### **Payment by results in the building industry**

In contrast with the practice familiar in the United States and Canada, building workers in certain European countries are not paid by the hour. Instead, the methods of payment are by results, with variations from one country to another.

An article in a recent issue of the *International Labour Review* provides information on the extent to which the systems are applied, the nature of the systems in operation in various countries, and the results obtained.

The three main types of schemes in operation are piece-work systems; bonus systems; and contract systems.

In the United Kingdom, payment by results plans were practised in the building industry during the war under Government auspices, but the scheme ceased to operate in March, 1947. However, an incentive scheme on bonus payments was introduced in England and Wales in November of the same year, having been approved by the National Joint Council for the Building Industry.

According to the *Review*, this system provides that "in respect of work on a particular site, job, shop or factory, any employer may, subject to certain conditions, initiate an incentive system of bonus payments proportionate to the results achieved in performing a definite task allotted either to an individual worker, to a gang of workers or to a team comprising men working on the site, on the basis of giving a worker of average ability and capacity a reasonable opportunity to achieve on such work, earnings 20 per cent higher than those yielded by the normal prescribed rate.

"The appropriate target and bonus payments must be fixed beforehand by the employer or his agent and then agreed to by the employees concerned and, unless material changes in circumstances occur, are not to be altered during the operation of the scheme on the particular job. After the target and bonus payments have been fixed, the bonus earnings of the individual worker are dependent entirely on the results achieved and thus may prove to be more or less than the level of 20 per cent above the normal rate."

Among other countries, payment by results systems are particularly widespread in the Scandinavian countries, and are fairly general in Finland, the Netherlands, and Greece. They are found to a lesser extent in France, Germany, Italy and Switzerland; and are said to be widespread in Bulgaria, Czechoslovakia, and Poland.

On the basis of reports prepared by employers' organizations, systems of payment by results "have in practice proved satisfactory, both from the employers' and the workers' point of view and have been successful in raising output in varying degrees," the article states.

In the United Kingdom, in 1950, a report was submitted by the working party on building to the Minister of Works. In addition to other comments the report said:—

"In England and Wales incentive schemes are being more widely adopted and we understand that once introduced by a firm they are rarely discontinued . . .



"It appears thus that incentive schemes have been operated successfully in certain places and there seems to be no reason why they should not prove generally beneficial. Their successful adoption would, however, depend on the acceptance of certain general principals. These are, that the scheme is readily understood by the operatives, that the bonus is linked with output, that production or the tasks are properly planned, that realistic targets are set having regard to the site conditions, and that during the period of the work, the employee can compare his output with the target."

**ILO publishes report on rehabilitation problems** A recent issue of the Bulletin of the International Social Security Association (ISSA), of the International Labour Office, contains an article on world rehabilitation problems. The article, written by Dr. H. de Boer, ILO adviser on rehabilitation, is a review of world methods and concepts of rehabilitation.

The article points to a growing awareness in all countries of the value of rehabilitation, both to the individual and the country as a whole. Dr. de Boer defines the purpose of rehabilitation as a means "to ensure that persons born with an infirmity, or who have suffered an injury or contracted a disease which will result in permanent physical impairment, will be made fit as far as possible, and placed in gainful employment." The article describes the rehabilitation process as being divided into two stages, medical rehabilitation and vocational rehabilitation:—

In the first stage, the terminal phase of medical care and the period of convalescence are utilized in order to achieve the maximum degree of restoration of working capacity, while the second stage comprises vocational guidance, training and placement.

A breakdown and discussion of the different types of therapy, convalescent care, vocational guidance and training, medical supervision during training, special training and placement, is given in the study.

Dr. de Boer points out that since the aim of rehabilitation is to enable the disabled to assume normal economic

activity, under the same conditions as able-bodied workers, many of the problems of adjustment may be lessened, "by the system of training the disabled in company with able-bodied workers, in the same conditions, and under similar conditions of remuneration."

The article also discusses problems of mental adjustment, problems of adjustments for physical fitness, and the ILO recommendations on vocational training of adults.

(A review of a recent conference on rehabilitation in Canada appeared in the April issue of the *LABOUR GAZETTE*, pp. 454-470.)

### **British building atomic power plant**

According to a report from the United Kingdom Information Office, Britain will be building the first electricity generating station to use atomic-energy before the end of this year. It is calculated to save a million dollars a year over conventional coal-fuelled power stations.

This experimental nuclear power plant will consist of a pile operating at a temperature of up to 600 degrees Centigrade. The heat will be transferred to a steam boiler and the steam raised will generate power through turbines in the conventional way.

The cost of the atom power station is estimated very roughly at \$22,000,000—three times the relative cost of a conventional power station. A coal-fired station would burn \$45,000,000 worth of fuel during its life of approximately 30 years, during which the atom-power energy unit will operate without fuel costs. In other words, the atom-power station will result in a net saving of \$30,000,000 over the period, or a million dollars a year.

Outwardly, the atom-powered station will look little different from one using coal. Chimneys and cooling towers will remain, the chimneys to carry away exhaust heat. Because of the immense amount of shielding required to safeguard workers from the harmful effects of radiation, considerable thicknesses of concrete and lead will be needed, and for this reason there will be little change in the size of the power station of the future.

# PRIME MINISTER'S STATEMENT ON OLD AGE SECURITY

*On May 31, an amendment to the British North America Act was passed by the United Kingdom Parliament, providing the constitutional authority for the Parliament of Canada to "make laws in relation to old age pensions . . ." (L.G., June, 1951, p. 768). ¶On June 4, in a statement which communicated this important news to the Canadian House of Commons, the Rt. Hon. Louis St. Laurent outlined the intentions of the Government concerning the introduction and implementation of legislation to provide a new program of old age security for Canada. ¶The official text of the Prime Minister's statement follows.*

Mr. Speaker, I wish to advise the house that the government has now been officially informed of the passage by the United Kingdom parliament on May 31 of the amendment to the British North America Act respecting old age security.

I am sure that hon. members in all parts of the house will share in the satisfaction which I feel at this evidence of the spirit of harmony and co-operation which has marked the joint efforts of the federal government and the various provincial governments in reaching agreement in respect of this important matter. I am sure we would all wish likewise to express appreciation on behalf of the people of Canada, and particularly on behalf of the aged citizens of our country, of the prompt way in which the amendment was enacted by the United Kingdom parliament.

## Legislation to be Introduced

The house will naturally be interested to know the steps which the government intends to take, now that we have the constitutional authority to implement the proposals made a year ago this month by the parliamentary committee on old age security and offered by the government to the provinces at our conference with them of last December. On February 5, of this year, in reply to a question put to me by the hon. member from Winnipeg North Centre (Mr. Knowles) I stated as follows, as reported at page 72 of Hansard:—

... it is and will be the policy of the government to avoid any possible delay when agreement has been reached to have that agreement implemented.

In conformity with that statement of the government's position, I wish to state at this time that it is proposed to introduce legislation at an early date to enable

the government to make agreements with the provinces to provide old age security to persons in need between the ages of sixty-five and seventy, and to provide authority for the registration of persons over the age of seventy for the universal old age pensions. That legislation would probably also at the same time provide for the continuance of federal assistance in the payment of pensions to the blind.

The government wishes to be in a position to commence payment of the universal pension beginning with the month of January, 1952, and we wish also to have our legislation respecting the age group sixty-five to sixty-nine ready for implementation effective in January, 1952, in any of those provinces which will have signed agreement with the federal government for that purpose.

## Administrative Preparations

The administrative plans for the application of this new old age security program are already going forward. Registration forms with respect to the universal pensions plan are being prepared, and it is proposed to have the necessary supplies of these forms printed within the next few weeks. A small amount of additional staff will very shortly be recruited to deal with applications for the universal pensions which will be administered by the federal authorities.

Arrangements are now being discussed with the various provincial governments to take from their present old age pensions records the information which will be required to pay the universal pension after January 1, 1952, to the approximately 300,000 persons now receiving old age pensions under the previous legisla-



tion. For these persons, no additional applications for the universal pension will be required.

The government wishes to be in a position to commence, as soon as possible after July 1, registration of the others—probably some 400,000 persons—seventy years of age and over who are not at present receiving old age pensions. The Department of National Health and Welfare plans, in the six months between July 1 of this year and January 1, 1952, to deal with these applications through the present family allowance offices with the small additions to staff which are contemplated, and to have their records in shape to enable payments to be made in the first month of the new calendar year.

I am sure that all hon. members who recall the initial registration of a much larger number of cases for family allowances in 1945 will share the government's confidence that the same administrative organization, which is now in the process of being adapted to the requirements of the universal old age pensions plan, will be able to deal with this new problem in an efficient and expeditious manner. These administrative arrangements are, as I say, already being planned with the aim of pressing them forward as rapidly as possible, and they will be pressed forward as soon as the necessary legislative authority is given to the department to carry out the registration for this purpose.

### Procedure in Parliament

So far as the legislation to provide for the universal contributory old age pension is concerned, the government has come to the conclusion that, in the light of the heavy load of work already before parliament at this present session, it would not be appropriate to ask parliament to deal with this new and important legislation during the next few weeks. Hon. members are fully aware of the heavy load of work which lies ahead of us, and of the necessity we shall shortly face of holding meetings in the mornings, afternoons and evenings in order to deal with the main estimates now before the house and the other items in the government's legislative program already before parliament, as well as old age security assistance and one or two other urgent matters.

If the universal contributory old age pension measure were the only legislative proposal which would remain for consideration, the government would be disposed to ask parliament to continue to sit in July until it had been enacted, in the hope that it would not be neces-

sary for parliament to meet again in the present calendar year. But that is not the situation. In addition to the universal old age pensions legislation, there are a number of important measures under consideration some of which arise out of the report of the royal commission on transportation. In that regard it is the intention of the government to recommend to parliament the implementation of the recommendations of the royal commission to the fullest practicable extent, and that will require many amendments to the present Railway Act. This amending bill will be a very important legislative proposal, and one which should receive the most careful consideration by parliament because of its long term effect on the Canadian economy. It is intended to recommend that the bill be referred to the standing committee on railways, canals and telegraph lines, and that the committee provide an opportunity for representations as to how the proposed amendments might be expected to affect certain interests and localities. We feel that these proposed amendments should be before the public for study and discussion some reasonable time before they are finally dealt with by parliament.

The government in the course of the next few weeks will also have to give consideration to the recommendations of the royal commission on national development in the arts, letters and sciences. This requires some time for careful study by the government, by members of parliament and by the public, though it does not seem unlikely that some legislative provision should be made before the end of this year.

There are a number of other legislative proposals to which the government has been giving thought. Some of these, like the revision of the Consolidated Revenue and Audit Act, have had to be postponed more than once. It is intended to introduce that legislation and to have it referred to the public accounts committee, where it can be fully explained in all its details. That is the act which provides the standard for the control by parliament over the expenditure of public funds, and we think it is one that is deserving of careful consideration.

### Fall Session of Parliament

In view of all these considerations, the government has come to the conclusion that it would be preferable to make an effort to complete the work now before the house, to conclude the present session as soon as is consistent with the proper

dispatch of that business and to adjourn until the beginning of October, with the proviso that we can meet earlier if circumstances make an earlier meeting necessary. If an earlier meeting is not required by unforeseen circumstances, the government would recommend the prorogation of the present session when we meet in October and the immediate commencement of the new session. There would be plenty of public business—mainly legislative—to require a full session, and we would propose to have the session devoted exclusively to government measures, in the hope of overtaking all important arrears and starting with a clean slate in the regular session of 1952.

With respect to old age security, the reason for proceeding with the old age assistance measure in the immediate future is, of course, that it is the part of the old age security program which involves joint action with the provincial governments and we feel that the provincial authorities should know as soon as possible the precise legal basis for the proposed agreements in order to make their own legislative and administrative plans in the light of that knowledge. Of course it is intended that the old age assistance legislation will come into effect at the same time as the universal pensions.

So far as the universal pensions are concerned; once authority has been given by parliament for the necessary registration, it will not make the slightest difference to the public whether the main legislation is enacted in July or October. The government believes more careful consideration is likely to be given to this very important measure if it is held over, and holding it over will not make any difference as to the date on which it will come into force.

That in either case will be the earliest date which we consider administratively feasible on the advice of our experts in that field, that is to say, January, 1952. That from the very beginning has been the earliest date on which it was considered that it would be feasible to get this new machine rolling, and that information was given to the provincial governments at the dominion-provincial conference of last December.

### **Contributory Method of Financing**

Moreover, as hon. members know, the universal pensions are to have right from the start a contributory basis. Now, we have not yet completed consideration of the normal budgetary program of the current year, and the government believes it would be an advantage to have a few months to observe the effects of the recent changes in the tax structure before reaching a final decision on all the precise details of the contributory system to be recommended to parliament.

It will be recalled that the joint committee made no precise recommendations on that point, because it was recognized that it was the inescapable responsibility of the government. We want to be as sure as we can that we are making the right proposals for a plan which is going to affect, far into the future, the provision for old age security of the whole Canadian population.

The government intends to place on the order paper with all reasonable dispatch the proposals required to be dealt with by parliament to give effect, if parliament sees fit to do so, to this program I have just announced.

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*Official Journal of the Department of Labour*



# DEPUTY MINISTER ADDRESSES INTERNATIONAL LABOUR CONFERENCE

*On June 6, the 34th General Conference of the International Labour Organization convened in Geneva.*

*Eight days later, during the debate on the Annual Report of the Director-General, the Conference heard from Arthur MacNamara, C.M.G., LL.D., Deputy Minister of Labour and Head of the Canadian Delegation.*

*A full report on the proceedings of the Conference will appear in an early issue of the LABOUR GAZETTE. The text of Mr. MacNamara's speech follows.*

As one of my more pleasant duties, in past years, I have had occasion to look through previous editions of the annual report of the Director-General of the ILO. Now for the first time I have the privilege of appearing on the rostrum of the International Labour Conference to offer a few observations on what I have absorbed from the current edition.

The value of these reports lies partly in their wealth of factual information, but more particularly in the perspective from which this information is presented. From his international vantage point, the Director-General is able to observe the methods by which different countries try to cope with similar problems. He is thus in a unique position to present thought-provoking generalizations and fresh ideas.

I conceive it to be the function of those from the Government Group who participate in this debate to select from the Director-General's presentation the points that interest them most, and to discuss those points in relation to their own familiar home affairs.

In spite of present international conditions, the Director-General has been able to detect a reasonable degree of progress in many countries towards the goals of prosperity and social justice for which the ILO was founded. Production and trade have been good, unemployment low. The programs of technical assistance to underdeveloped countries have made a good beginning. There has been improvement in the pace of ratification of Conventions.

## **Industrial Relations in Canada**

These findings of the Director-General's hold true for Canada. Production, trade and employment have been at record levels. Furthermore the rate of production has been increasing. This has been possible, in the first instance, because of

the vast capital investment that has characterized the post-war years. In addition, however, there has been a growing maturity in labour-management relations, which has made possible a satisfactory degree of industrial peace. Trade union membership increased threefold in Canada during the war years, and many hundreds of employers and union leaders had their first experience in the complex task of negotiating a collective agreement. All this could not have been expected to take place without friction. But after the testings of strength which characterized the immediate post-war years, I believe that very considerable progress has been made towards the mutual respect and understanding which is a necessary condition of sound collective bargaining.

In the face of rising living costs, substantial wage increases have been negotiated in Canada during the past year, in almost all cases without resort to work stoppages. There has been a continued trend towards shorter hours and the 5-day, 40-hour week has become more common. There has been keen interest by labour and management in the possibilities of linking wages directly with both the cost of living and productivity. So-called "escalator" clauses have been included in a number of collective agreements, providing for a certain fixed relation between wage rates and the official cost-of-living index. Such contracts sometimes also provide for an annual wage increase based on forecasts of rising productivity. In an attempt to secure stability of relations they are frequently made binding by the parties for a 5-year period.

## **Labour Legislation**

Progress has also been made during the past year in Canadian labour legislation. At recent sessions of the legislatures of

the various Canadian provinces some notable additions and improvements to labour legislation were made. One of the larger industrial provinces broke new ground in Canada by enacting legislation to prohibit discrimination in employment on grounds of race, creed, colour, nationality or place of origin, and to guarantee women equal pay with men if they do the same work in any establishment.

In several provinces improvements were made in workmen's compensation and safety legislation. Minimum wage rates were raised in some cases, and coverage broadened so as to include more workers. Progress was also made in laws for the protection of young workers, and longer vacations with pay and public holidays were provided for in some provinces.

Federal legislation has been enacted to meet a problem Canada shares with other countries having similar climatic conditions, namely seasonal unemployment. To meet this problem we have introduced a scheme of supplementary unemployment insurance benefit, designed to protect workers who have exhausted their right to ordinary unemployment insurance benefit, or who are ineligible for certain other reasons, and who become unemployed in the winter months when employment opportunities are generally least favourable.

We are continuing to bring other workers under the protection of our Unemployment Insurance Act. The usefulness of this Act is thus being steadily enlarged. On the basis of this legislation, which also provides for a national employment service, we recently ratified the ILO Employment Service Convention. This was one of six conventions ratified by Canada during the past twelve months.

### **Manpower Problems**

Among the subjects that fall within the competence of the ILO and that are dealt with in the Director-General's report, there are perhaps three that have particularly interested the Canadian Government in the past year. They relate to manpower, social security and prices.

The aspect of the manpower question that concerns us most at the present time is the problem of expanding our working force to meet the needs of increased industrial production.

As one way of finding needed workers, we have been looking to other countries. Our rate of immigration for the early months of 1951 has been double that of the corresponding period in 1950. Last February a Federal-Provincial conference was held to study methods of rehabilitating

handicapped persons, and giving them an opportunity to participate in useful employment. The placement problems of such persons are handled by a special section of the National Employment Service, which also deals with older workers and with young people looking for their first jobs. To meet the growing need for skilled workers, our Federal-Provincial training arrangements are being expanded. To survey the whole area of manpower problems, a special national advisory committee on manpower was set up early this year. This committee was given the task of making suggestions to the Government concerning the most effective use of manpower.

### **Old Age Security**

In addition to manpower problems, the Canadian Government has been concerned with the field of social security. A recent amendment to our constitution has opened the way for the Federal Government to introduce a new system of old age security, which is a major departure from our present old age pension scheme. A universal flat rate pension applicable to all persons 70 years of age and over and financed by the Federal Government on a pay-as-you-go basis is to be put into effect next year. In addition, a new old age assistance program for the age group 65 to 69 will be carried on jointly by the federal and provincial authorities.

### **Inflation**

The third, and perhaps most serious social problem that has concerned the Canadian Government is that of rising prices. We are at present confronted with just such a series of problems as the Director-General deals with in Chapter 2 of his report, problems connected with the wage-price relationship under conditions of high employment.

I believe it is fairly generally recognized in Canada that current price rises are the result primarily of international happenings, and in particular those which have necessitated the current defence program.

Government action against inflation has so far been concentrated on fiscal policy and credit controls. Allocation of certain raw materials has been provided for.

I am glad to note that the Director-General in his report asserts that price freezing is undesirable as a long-term policy in a peacetime economy. This corresponds precisely with the viewpoint of the Canadian Government. Our experience has proved to us that price control



is difficult to administer. It almost invariably leads to other forms of control, including wage freezing. Moreover, if the administration of these difficult controls proves ineffective, public confidence in the stability of democratic government is correspondingly weakened.

In spite of the difficulties involved in a price control system, however—and I think it is proper to emphasize these difficulties—it should also be stated that in times when there is widespread popular acceptance of the idea of sacrifice in the common interest, such controls have proved their worth. They were of inestimable value to us in the last war. They will be used again if necessary. But only if necessary.

We believe that the immediate and most practical answer to the problem of inflation is to strive for higher production. This means that it is of the utmost importance to give adequate scope to the ingenuity and resourcefulness of the men who manage industrial operations. They must be given every incentive to develop new processes, new ideas. Similarly, means must be found to bring forward the best ideas and efforts of the workers themselves.

## Productivity

The need for higher productivity, which is world-wide, has opened up a new field of activity for the ILO, which, in its early years put its main emphasis on protective legislation.

While in the past much valuable and necessary protective legislation has been adopted, it must always be remembered that there are limits to the improvements that can be wrought in labour's living standards by legislation or even by collective bargaining. Beyond those limits, further improvements must be sought

through methods which benefit both industry and labour, namely through improved methods of production.

The ILO's efforts in such fields as technical training, labour education, employment service organization and rehabilitation of disabled workers, in ascertaining what plans have been developed and are in operation, and making this information available to other countries, are of inestimable value. They make a positive contribution to the world's productivity. Studies in labour-management relations, especially labour-management co-operation, help to harmonize old differences, and open up new paths to industrial peace and progress.

Past work of the ILO in fostering protective legislation, social security, and action against unemployment has been the springboard for this new development; for it is only as the extremes of poverty and the fear of destitution are removed, that labour can move forward from its traditional resistance to the speed-up to a new, creative participation in the affairs of industry.

The essential objective is to bring forth the greatest possible initiative and creative effect by the parties concerned. Governments cannot legislate to produce this responsible effort. They can and should, however, do everything in their power to establish a climate favourable to its growth. They can offer information and technical services to foster the growth of labour-management co-operation work; that can only come from the parties themselves.

I believe the ILO is making satisfactory progress at the present time along sound lines. But it is worthwhile to pause and see how the direction taken has altered, to reflect how it may alter again and develop in the future as we move towards the larger, fuller life of which, no doubt, we all have our separate visions.

# ONTARIO SUPREME COURT QUASHES CERTIFICATION OF TORONTO NEWSPAPER GUILD

*On July 20, 1950, the Ontario Labour Relations Board certified the Toronto Newspaper Guild, Local 87 of the American Newspaper Guild, as the bargaining agent for workers in the Circulation Department of the Globe Printing Company.*

*Proceedings against the Board's action were launched by the Company in the Supreme Court of Ontario; and on June 1, 1951, Mr. Justice Gale handed down his judgment. He found that "the Company did not receive a proper hearing", and issued an order quashing the certification.*

*On June 15, the Guild filed a Notice of Appeal against the Court's decision. Three days later, in a statement to the press, Premier Frost of Ontario discussed some of the broad issues involved in the Gale judgment.*

*In the following article, the judgment of Mr. Justice Gale is summarized, the grounds on which the judgment will be appealed are set forth, and the statement of Premier Frost is reproduced in part.*

## Judgment of Mr. Justice Gale

### Facts of the Case

Mr. Justice Gale first summed up the facts.

On June 12, 1950, the Globe Printing Company received a notice from the Ontario Labour Relations Board informing it that the Toronto Newspaper Guild, Local 87, sought to be certified as the bargaining agent of the employees of the Company in the Circulation Department. Attached to the notice was a copy of the union's application for certification and its accompanying affidavit of verification. In the application the union stated that it had a majority of the employees in the Circulation Department as members in good standing and that the approximate number of employees in the unit was 80. The Company filed a reply with the Board stating that the number of employees involved was 93 and requesting the Board to direct and conduct a vote by secret ballot of the employees to determine conclusively whether they desired to be represented by the union. In the following month there were widespread rumours throughout the Department that a number of the employees involved had resigned as members of the union.

The application for certification came before the Board for hearing on July 12, 1950. The Board first heard the representations of both parties concerning the description and composition of the bargaining unit, and reserved decision on that point. It then proceeded to hear the claims of the union as to the number of employees who were members in good standing and represented by it. Counsel for the union declared that 59 of the employees concerned were members of the union, and he filed with the clerk documents which he said represented 56 members who had paid initiation fees or dues and one other document which he stated represented a member who had mailed a card to the secretary without enclosing any money and subsequently mailed \$1 to the secretary. The union representative made a statement to the Board substantiating the assertions concerning the document with which there had not been enclosed any money. Counsel for the union stated further that the recording sheets of the union for the month of June showed 58 members.

The Board then called upon the Company's representative for lists of employees in the Circulation Department showing



occupational classification of individual employees. Lists of employees in that Department as of June 7 and July 5 were filed.

Counsel for the Company then submitted that the documents filed by the union did not show that the union represented a majority of members in good standing as alleged and asked to cross-examine the union representative. The Chairman asked the purpose of the cross-examination and counsel for the Company stated that he had information to the effect that a number of employees in the Circulation Department had sent in their resignations as members of the union. The Chairman stated he saw no relevancy to resignations. Counsel for the Company argued that to refuse him the right to cross-examine was directly at variance with the Board's policy of checking the alleged membership of a union with employers' lists as of the date of the application and of the date of the hearing, and that, since he was precluded by previous rulings of the Board from examining the membership cards or other evidence filed by the union, the right to cross-examination was vital in order to bring out the relevant and material facts. Counsel for the union objected to any cross-examination of union officials, but stated that all of the cards did represent members in good standing according to the union constitution. He did not deny receipt of resignations from membership in the union from Circulation Department employees. The Chairman of the Board ruled against allowing counsel for the Company to cross-examine.

Counsel for the Company then submitted that, since the Company was precluded from soliciting evidence from employees and since the Board had ruled against the right to cross-examine, a heavy onus lay upon the Board to make a full and fair investigation in order to satisfy itself that a majority of the employees of the unit were members in good standing, and that the Board should question the union representative and examine the documents. Counsel for the union objected and the Board sustained the objection. Counsel for the Company further submitted that the Board ought to make a full investigation, including the examination of some or all of the employees concerned. Counsel for the union objected to any such investigation on the ground of delay, and counsel for the Company then submitted to the Board that the issue could be resolved by ordering a representation vote

by secret ballot. The hearing was concluded and the Board reserved its decision.

A certification was issued dated July 20, 1950, and in a letter dated July 21, the Registrar of the Board informed the Company of the Board's decision. After defining the bargaining unit, the letter stated:—

The Board further finds, on the basis of the documentary evidence submitted by the parties, that of the 92 employees in that bargaining unit as of the date of filing of the application, 58 are members in good standing of the applicant; that of the 95 employees in that bargaining unit as of the date of the hearing conducted by the Board in the matter, 57 are members in good standing of the applicant.

Developments after the certification order was issued are then described.

After the certificate was issued counsel for the Company received several telephone calls from various persons representing themselves to be employees in the Circulation Department with the advice that although they had been members of the Union, they had resigned and had addressed letters of resignation to the secretary of the Union prior to the hearing of the Board on July 12. In response to their statement that they did not wish to be considered members of the Union and for information as to what they could do to protect their interests, they were informed by counsel for the Company that he was unable to advise them in the matter and [he] referred them to the Board.

On July 26 counsel for the Company wrote to the Board and to the union asking that the matter be reconsidered under the provisions of Section 5 of the Ontario Labour Relations Act, 1948, on the ground that the Board had erred in neglecting to find out whether certain employees represented by the union as being members in good standing had not in fact revoked their membership by notice in writing to the secretary some time before the hearing. [Section 5 permits the Board, if it considers it advisable to do so, to reconsider any decision or order made by it and to vary or revoke any such decision or order.] The Company also asked for a secret ballot vote. In a further letter dated July 31, counsel for the Company informed the Board that the employees who stated that they had resigned were voluntarily offering to appear before the Board and that the names of such persons would be furnished to the Board if desired.

The Chairman of the Board advised the Company by letter dated August 1 that "the Board does not consider it advisable to reconsider its decision in the case".

Counsel for the Company then wrote the Board on August 8 naming seven employees who had informed him that they had sent

resignations to the union secretary a considerable time before the hearing, and that approximately 20 employees in all had taken similar action. Counsel for the Company again requested a rehearing.

By August 10 an employee in the Circulation Department "had spontaneously supplied counsel for the Company with 19 Certificates of Post Office Registrations which were said to be receipts for registered letters of resignation mailed by employees in that Department to the secretary of the union prior to the 10th of July". This was set out in an affidavit which was forwarded to the Board on August 10. On August 10 the Chairman wrote the Company advising it that "the Board does not intend to take any further action in the matter."

The Company then instituted proceedings in the Supreme Court of Ontario, applying to have the Board's decision reviewed and the certification order quashed.

The Company based its application for review on the following grounds: first, that no hearing was had as required by the Act and the Regulations; secondly, that the Company was refused the right to put its case before the Board, the right to cross-examine with respect to the evidence submitted by the union, and the right of having an investigation made by the Board; third, that the circumstances exhibited bias on the part of the Board in favour of the union. The Company contended that if any of these allegations were true the certificate ought to be set aside for the reason that the Company and the employees involved did not have complete justice at the hands of the Board.

### Grounds for Referral to Higher Court

Mr. Justice Gale then set out the grounds on which, according to the common law, a judgment of a lower tribunal may be brought before a higher court for review through certiorari proceedings. He accepted the statement of Mr. Justice Gibson in *The King v. Mahony*, (1910), later approved by the Privy Council in *Rex v. Nat. Bell Liquors, Limited*, (1922), that a decision may be reviewed

(a) where there is want or excess of jurisdiction when the inquiry begins or during its progress;

(b) when, in the exercise of jurisdiction, there is error on the face of the adjudication;

(c) where there has been abuse of jurisdiction (as by mis-stating the complaint, etc., or disregard of the essentials of justice and the conditions regulating the functions and duty of the tribunal);

(d) where the Court is shown to be disqualified by likelihood of bias or by interest;

(e) where there is fraud.

The Company took the position that it was entitled to remedy under (c) and (d) above.

### Five Questions Considered

In dealing with the Company's claim, Mr. Justice Gale considered the following questions:—

(1) Was the Board biased in favour of the Union?

(2) Is the Ontario Labour Relations Board required to conduct a hearing before it may certify bargaining agents, and if so, was there a hearing in this case?

(3) Is certiorari available where, in appearing before an inferior tribunal appointed to discharge judicial or quasi-judicial functions, a party is deprived of the opportunity to meet the opponent's case?

(4) If so, was there in the circumstances of this matter such measure of deprivation as to justify an order of certiorari?

(5) Is Section 5 of the Act inapplicable because it does not protect a certificate of the Board, or because, in any event, it does not apply if the Board has denied to one of the parties his right to receive substantial justice?

In discussing the first question, Mr. Justice Gale defined bias as applied to a person or tribunal exercising judicial functions as "a state of mind disqualifying the person affected from adjudicating impartially in respect of the subject-matter under consideration". He held that the circumstances fell short of indicating bias on the part of the Board and his answer to the first question was "no".

He then proceeded to consider whether the Company had been denied its prerogative to receive natural justice from the Board. The Labour Relations Act, 1948, and Regulations provide that the Labour Relations Board may certify an applicant union as the bargaining agent for the employees in a defined unit

(a) if the Board is satisfied that the majority of the employees in the unit are members in good standing of the trade union; or

(b) if, as a result of a vote of the employees in the unit, the Board is satisfied that a majority of them have selected the trade union to be a bargaining agent on their behalf.

Section 4 of the Act further provides that

4. If in any proceeding before the Board a question arises as to whether,—

(h) a person is a member in good standing of a trade union, the board shall decide the question and, subject to such



right of appeal as may be provided by the regulations, its decision shall be final and conclusive.

On August 12, 1949, the Board issued the following Statement of Policy in regard to its interpretation of "member in good standing":—

In support of applications for certifications filed on and after September 1, 1949, the Board will require an applicant for certification to adduce evidence that each employee claimed to be a member in good standing of the applicant has

(1) applied for membership in the applicant, and

(2) (a) indicated his assumption of the responsibilities of membership by paying to the applicant, on his own behalf, an amount of at least \$1 in respect of the prescribed initiation fee or monthly dues of the applicant, or

(b) indicated his assumption of the responsibilities of membership by presenting himself for initiation or by taking the members' obligation, or by doing some other act which, in the opinion of the Board, is consistent only with membership in the applicant, and

(3) been accepted into membership by the applicant.

After examining the above, and other provisions of the Act empowering the Board to make a full inquiry into any matter before it and the Board's Rules, Mr. Justice Gale concluded that they imposed upon the Board the primary duty of conducting a hearing. As to whether there was a hearing in this case, his view was that there was a hearing "in a narrow sense of the word".

It was not the kind of hearing usually encountered in Courts of law, or, in my personal experience, before this Board. No matter how unsatisfactory the proceedings may appear when compared with judicial methods, it is to be remembered, however, that the Board has the right to prescribe its own *modus operandi* and it is not to be censured for having done so unless the essentials of justice have been suppressed in the process.

His answer to the second question accordingly was that the Board was required to conduct a hearing, and he held "with considerable doubt" that the Board did conduct a hearing.

Coming to the third and fourth questions, he was not satisfied that the Company was permitted the opportunity of presenting its side of the matter or of answering the union's case. Refusal of such permission constitutes a breach of the fundamental rule that any person in a judicial or quasi-judicial proceeding is to have the right to be heard. He cited numerous cases concerning the right of a

party before a tribunal to be heard, among them *In re Robinson* (1949), 1 DLR 115:—

The law in respect to procedure before administrative tribunals is well-established and needs little discussion. They can obtain information in any way they think best, always giving a fair opportunity to those who are parties in the controversy for correcting or contradicting any relevant statement prejudicial to their view; *Board of Education v. Rice*.

In regard to the case before him, he considered that a proper hearing was not allowed the Company.

It is my view that the Company did not receive a proper hearing in this instance in that it was not allowed to see the documents filed by the Union or to cross-examine the person who made a statement as to their effect and thus it was denied a reasonable opportunity of meeting the case which was made against it.

In one sense, he continued, it might be said that the Company ought not to be concerned with the consequences of certification, but from the Company's standpoint extremely important results follow.

Its relations with its employees and its future wage structure are two matters which may be materially altered. It is wrong, therefore, to contend that here the Company is any less touched by the certification than the Union or the employees. Its interest in the proceedings, though quite different, is certainly substantial.

### Evidence Allowed

He then listed the evidence that was before the Board in the hearing of the application: the statements in the union's application and the affidavit verifying them; the Company's reply duly verified by affidavit; the statement by counsel for the union that the union claimed 59 members; membership documents filed by the union; a statement by the counsel for the union that the recording sheets for the union for June, 1950, showed 58 members; the lists of employees furnished by the Company; a statement by counsel for the Company that he had information that a number of employees had sent in their resignations as members of the union.

Thus the case advanced by the union was that it had as members in good standing 56 to 59 employees in a unit consisting of 95 employees. The Company had to answer this claim in order to resist certification. It was precluded from calling as witnesses the persons who were said to have resigned from the union because the Company and its counsel "had studiously refrained from indulging in any investigation concerning those resignations". Previous rulings of the Board had shown that under

the Act an employer's action is objectionable "if it creates in the mind of a reasonable employee the impression that the employer is bringing pressure to bear upon him to cause him to abstain from exercising his lawful rights". It might be suggested that the Company could have called as a witness some official of the union who could give information as to the number of employees in the Department who were then members of the union; but the most effective way in which the Company could have tested the merits of the application was to cross-examine the person who was presenting it to the Board.

Unfortunately, in this case the right to cross-examination was not granted and in that fact alone I think the Company was improperly excluded from a cardinal privilege which it enjoys under our jurisprudence; that exclusion, of itself, was tantamount to a denial of basic justice.

At the Court hearing it was also argued that the cross-examination of the union representative would not have produced anything which would have advanced the Company's position, since the Chairman had stated that resignations were not relevant. Mr. Justice Gale took exception to this view, holding that

where it is incumbent upon a tribunal to decide at any given moment whether employees are members in good standing of a trade union, no evidence could be more important than that tending to show that the employees who were believed to be members had in fact resigned... Whether they had done so effectually is, of course, another matter, but with that evidence before it, the Board would have then been required to examine into other circumstances both in law and in fact relating to the question of the validity of the resignations.

The Company might also have been able to defeat the application if it had been allowed to see the membership cards filed with the Board by the union. His Lordship noted that there was in evidence before him a statement to the effect that the Board has consistently ruled that employers are not entitled to examine membership cards filed by unions. If resort is to be had to this ruling, then full and fair opportunity ought always to be conferred upon the parties to the application other than the union to challenge by cross-examination the union's claim that it represents a majority of the employees affected. He supported his view by reference to the judgment of Chief Justice Brown of the Saskatchewan Court of King's Bench in the *Capital Cab* case (L.G., 1950, p. 707).

He further pointed out that the Company's expedient of filing an affidavit with the Board following the certification order and asking for reconsideration, failed to secure a hearing in that the Board declined to examine any representations or evidence presented after the date of the certification.

Summing up, he concluded that the Board had acted in such a way as to offend the principles of justice, and that the remedy of certiorari was available to the Company unless Section 5 of the Act precluded that relief.

### Section 5 of the Act

Mr. Justice Gale then discussed the point raised in the fifth question, the effect of Section 5 of the Act, which reads:—

Subject to such right of appeal as may be provided by the regulations, the orders, decisions and rulings of the Board shall be final and shall not be questioned or reviewed nor shall any proceeding before the Board be removed, nor shall the Board be restrained, by injunction, prohibition, mandamus, quo warranto, certiorari or otherwise by any court, but the Board may, if it considers it advisable to do so, reconsider any decision or order made by it and may vary or revoke any such decision or order.

It was argued before the Court that the Court was confined to an examination of the Board's jurisdiction at the commencement of the hearing. His Lordship pointed out that certiorari is appropriate when there has been an abuse of jurisdiction by the inferior court, where it has disregarded the essentials of justice during the course of proceedings before it, or where fraud is practised upon it. In this case, therefore, it was proper to consider all the circumstances to ascertain whether or not the proceedings before the Board were conducted in such a manner that its certificate was vulnerable.

He then dealt with the question whether Section 5 affects certification. It is a rule of statute interpretation that express words are needed to alter the common law. It might be held that certification is not included in the expression "orders, decisions and rulings of the Board". However, he concluded that the second part of the section covers certification since it provides that no proceeding before the Board may "be removed... by certiorari or otherwise by any Court..."

He then discussed the precedents on the subject of no-certiorari clauses. He found that the phrase "want of jurisdiction" is extremely flexible and has been extended to include imperfections which ordinarily



might not be regarded as pertaining to jurisdiction at all. A substantial failure to follow the dictates of essential justice has been held to constitute a want or defect of jurisdiction. He cited various cases in which no-certiorari clauses had been held not to protect an administrative board's ruling where the courts had found abuse of jurisdiction. One of these was the *John East Iron Works* case in Saskatchewan, where the Court of Appeal quashed orders of the Saskatchewan Labour Relations Board (L.G., 1950, p. 704).

By those orders the Board had reinstated five employees with payment of the entire amount which they would have received by way of wages had they not been discharged. The formal order as well as the reasons for judgment of the Board fixed the monetary loss by simply calculating what wages the employees would have received had they continued in their employ. No other consideration was mentioned. The Court of Appeal nullified the orders on the single ground that the Board had ignored the rule of law requiring the employees in those circumstances to mitigate their loss.

## Notice of Appeal

On June 15, the Toronto Newspaper Guild, local 87 of the American Newspaper Guild (CIO), asked the Ontario Court of Appeal to set aside the decision of Mr. Justice Gale, and to restore the certification of the Guild by the Ontario Labour Board. The following are the grounds on which the appeal was based, as quoted from the appeal notice:—

1. The learned judge erred in taking into consideration those portions of affidavits filed which had reference to events occurring subsequent to the hearing held by the Ontario Labour Relations Board and subsequent to the making of the Board's certificate.
2. The learned judge erred in finding that the Court was entitled to consider evidence of the conduct of the Labour Relations Board during the course of the hearing, and the learned judge should have confined himself to the question of whether or not the said Labour Relations Board had initial jurisdiction to decide the questions answered in its certificate.
3. The learned judge erred in finding that Section 5 of the Labour Relations Act, 1948, did not protect the certificate issued by the said Board herein from being reviewed or quashed by this Court.

Mr. Justice Gale found that these cases pointed to the "irresistible conclusion that inferior Courts are not sheltered by no-certiorari provisions where there has been an abuse of jurisdiction in the form of a denial of substantial justice". He discussed three other judgments tending to the opposite view, but considered these not decisive enough to change his conclusion.

He then referred to the provisions of Magna Carta, which has been made part of the law of Ontario, that the King shall not "deny or defer to any man, either justice or right". He held that this provision

gives force to the contention that any act of a tribunal which disallows to any person who comes before it his privilege of justice is *ultra vires* that tribunal, and for that reason alone it may well be thought that a denial of justice is equivalent to disclaimer of jurisdiction.

## Decision

For the reasons outlined above, the Court ordered the certification of the union quashed. There was no order as to costs.

4. The learned judge erred in holding that the Court has power to inquire into, or to determine, the matters which it is proper for the Board to take into consideration in making its decision on a question arising under Section 4 (h) of the Labour Relations Act, 1948.
5. The learned judge erred in finding that what was done by the Board herein constituted in any way a denial to any party of natural or essential justice.
6. The learned judge erred in finding that the respondent, Globe Printing Co., should have been permitted to examine the documents filed by the applicant at the hearing before the Board.
7. The learned judge erred in finding that the respondent, Globe Printing Co., should have been permitted to cross-examine the representative of the applicant on the question of resignations.
8. The learned judge erred in finding that certiorari would lie, despite the provisions of Section 5 of the Labour Relations Act, 1948, because of a failure to do natural justice.

9. The learned judge erred in finding that the respondent, Globe Printing Co., was a party affected by the decision of the Board on the issue of membership in good standing and entitled to tender or to test evidence on such issue.
10. The learned judge erred in finding that the provisions of Magna Carta, RSO 1897, c. 322, were infringed by

the Board herein or in failing to give effect to the Labour Relations Act, 1948, in his consideration of the said Magna Carta.

11. The learned judge erred in failing to recognize the procedure established by the Board for intervention by individual employees for the purpose of explaining their position and views with reference to an applicant trade union.

## Statement of Premier Frost

*The following is the text, in part, of the statement made on June 18, 1951, by the Premier of Ontario, the Hon. Leslie M. Frost:—*

A great deal of consideration has been given to what is known as the Gale judgment and its effect on governmental boards and commissions which exercise semi-judicial functions.

In considering this matter, on the one hand we have the problem of administrative law and the creation of boards and commissions of which we have many, and which of necessity and by reason of the days in which we live, have to have summary and non-appealable powers. The functions are largely administrative but nevertheless they also have judicial functions in that they have to determine the rights of persons and make their decisions which are in main not appealable.

On the other hand we have our courts. Our courts are not administrative. Their function is to interpret the law and to apply the law in the matters which come under their review. Of necessity they cannot be administrative. They are not designed for such purposes and, therefore, where governments of necessity have had to act on matters which are largely business and administrative, as I have stated, the boards of necessity have been given summary powers.

The effect of the Gale judgment may be roughly stated as while acknowledging the rights of the legislature to deny any appeal from the decisions of the (labour relations) board, that nevertheless this denial is interpreted very strictly and that it is inherent in the statutes that while the board's decisions are final that such denial does not go to the extent of depriving any applicant or person before the board of the right of a fair trial and, therefore, it is the duty of any board or commission in determining any judicial matter to be

particularly careful to see that full justice is done in the matter of fair trial and a fair hearing.

I may say that this is a matter which has given the government, and indeed I believe other governments, very considerable concern. In the complex society and days in which we live the administrative boards with powers of adjudication are necessary. Administrative matters cannot be thrown into the courts. Matters have to be determined quickly and efficiently and, indeed, without appeal.

At the same time, as I shall state later, there are grounds for concern as to the effect of such widespread powers upon the rights of the individual. After all, our democracy has been built upon the freedom of individuals, and we all view with concern things which tend to take away from the rights of individuals. In referring to this matter, I would like to express confidence in our boards and commissions.

Indeed in the decision which we are considering affecting a decision of the board in question, Mr. Justice Gale particularly found that while in disagreement with the actions of the board that the board had not acted with bias and that what had been done did not allow him to draw the conclusion that the board was favouring one side, and that his conclusion was not a reflection on the integrity of the board. I take the same position with all of our boards. . . .

I am satisfied that the legislature in giving broad, non-appealable powers to our boards and commissions has done so with the understanding that there would always be a full and complete hearing and fair trial of the issues and that there should be the fullest opportunity of presenting all sides of the case. Indeed a board or commission with arbitrary powers has a very definite duty to see that such is the case.



The Gale judgment is before the courts. The same was delivered on June 1, 1951, and was subject to an appeal. An appeal has been entered and the case is subjudice. It, therefore, would be improper for me to comment upon the facts of the case. The decision, however, may be divided into two parts:—

1. The finding of the judge that when a judicial or quasi-judicial body is set up to perform particular functions and its decisions are not appealable, that it is still inherent in our law that it perform these functions according to the fundamental principles of natural justice, which include a fair and complete and impartial hearing, and that if such body fails in conducting this hearing to give all parties a fair hearing and opportunities for expressing their respective cases then such board would be acting beyond its jurisdiction and the powers conferred upon it by the legislature and its decisions might be set aside by the court.

2. The facts upon which the judge found that in this case natural justice had not been given and that, therefore, the decision of the board should be set aside.

On the second point I shall have no comment. The facts upon which the judge applied the law stated in 1 are before the courts and on the merits determination will be made as to whether on these facts natural justice was given or not. On the other hand, what I have stated in 1 concerning the law is not subjudice and I think may be properly commented upon.

At the outset I said that the arbitrary and non-appealable powers of boards and commission are a matter of concern for this and other governments. In the various legislative bodies in Canada there is increasing interest in human rights and fundamental freedoms and indeed representations have been made, particularly to the federal government, concerning a Bill of Rights.

[Premier Frost then referred, among other things, to the Report of the Senate Committee on Human Rights and Fundamental

Freedoms (L.G., Dec., 1950, p. 2028); to the representations stressing the need for a bill of rights which were recently made to the Prime Minister of Canada (L.G., June, 1951, pp. 768-9); to the anti-discrimination legislation passed by the Ontario Legislature during the 1951 Session (L.G., June, 1951, p. 846); and to recent changes in the membership of the Niagara Parks Commission and in the administration of the Ontario Hydro Electric Power Commission, which had been made to safeguard the public interest. He continued as follows]:—

I, of course, recognize some very real and practical difficulties in the situation. While above everything else not wanting in all our boards or commissions to deny natural justice or a fair hearing one could not think of throwing administrative matters into the courts. Only chaos could result from this.

Personally, I do not think that this need be the case in following out the general law stated in the Gale judgment. If care is always taken to give a fair trial and a fair hearing of issues before our boards, then, of course, there is no possibility of this.

If it appears in the future that our desire to protect individuals and to give full justice is being used for the purpose of abuse and delay then the legislature in its wisdom will have to intervene, but in intervening we should always be careful to retain as our primary objective the fundamentals upon which our democratic way of life has been founded.

In connection with this appeal, the board is not an appellant. I have stated what the government's view is from a standpoint of public policy. As regards the matter of fact as to whether there was a violation or not, this matter will be presented to the courts by two of the parties, the appellant guild and the respondent company. The position of the government will be to see that justice is done to our citizens and that the principles of our law are maintained.

# HOURS AND WORKING CONDITIONS IN THE MANUFACTURING INDUSTRIES OF HALIFAX, MONTREAL, TORONTO, WINNIPEG AND VANCOUVER, OCTOBER 1950\*

*This second article on hours and working conditions in five major Canadian cities indicates a few noticeable differences from comparable information for 1949. The normal work week has been reduced in two of the cities, Halifax and Winnipeg. Maximum vacations with pay have been increased somewhat, and more workers, particularly in Halifax and Vancouver, are being paid for at least some of the statutory holidays when not worked. Information on the growing practice of giving regular rest and wash-up periods and paying a wage differential for shift work is also presented in the following article.*

There have been a few significant changes during 1950 in the hours and working conditions of plant employees in the manufacturing industries of five representative Canadian cities: Halifax, Montreal, Toronto, Winnipeg and Vancouver. Information comparable with that obtained in 1949<sup>1</sup> indicates that there has been a noticeable reduction in normal weekly hours in Halifax and Winnipeg. Also, a greater proportion of workers are now employed in establishments with maximum vacation periods of three or four weeks with pay after long periods of employment. In Halifax and Vancouver there has been a decrease in the proportion of employees who are not paid for any of the statutory holidays observed unless these days are worked.

There has been little change in the payment provisions for overtime work after standard daily or weekly hours and for work on Sundays.

Additional information is presented in this article on the fairly widespread practices of shutting down manufacturing plants for a vacation period, permitting recognized rest and wash-up periods to

employees, and paying a wage differential to the workers on other than the day shift.

Data from more than 2,700 establishments, employing about 264,000 plant workers, have been studied to obtain a comparative picture of hours and working conditions in these five Greater Cities. Information was obtained from plants not only in the cities themselves but also from those surrounding communities which form an integral part of the metropolitan economy.

The industrial distribution of employees in the five cities is very nearly similar to the distribution for 1949, presented in the previous article. The proportion of female employees has increased only slightly, ranging from 16 per cent in Vancouver to 29 per cent in Montreal. Twenty-one per cent of the workers in Halifax, 27 per cent in Toronto and 26 per cent in Winnipeg were women.

**The Normal Work Week.**—Information on the normal work week in the manufacturing industries of the five cities studied in this article has been presented in detail in the previous issue of the *LABOUR GAZETTE*.<sup>2</sup> As mentioned there, the normal work week for plant employees at October, 1950, averaged 44.2 hours in Halifax, almost 44 hours in Montreal, 42.5 hours in Toronto, 43 hours in Winnipeg and 41 hours in Vancouver.

\* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings for piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

<sup>1</sup> "Hours and Working Conditions in the Manufacturing Industries of Halifax, Montreal, Toronto, Winnipeg and Vancouver, October 1949", the *LABOUR GAZETTE*, July, 1950, p. 1014.

<sup>2</sup> See "The Normal Work Week in Canadian Manufacturing Industries, October 1950", the *LABOUR GAZETTE*, June 1951, p. 797. Note especially the sections on Normal Weekly Hours by City and The Five-Day Week, pp. 801-2, and Table III. p. 808.



The following comparison of the proportions of plant employees according to their normal weekly hours will give an indication of the variation in the work week both within and between cities:—

	Halifax	Montreal	Toronto	Winnipeg	Vancouver
Normal Work Week	%	%	%	%	%
40 hours and less .....	13.7	30.6	42.8	33.9	78.4
Between 40 and 44 hours.....	3.8	9.2	21.7	16.2	2.5
44 to 45 hours .....	64.6	35.2	26.4	35.3	17.0
More than 45 hours.....	17.9	25.0	9.1	14.6	2.1
Total .....	100.0	100.0	100.0	100.0	100.0

The predominant work week in Halifax was 44 hours, and in Vancouver, 40 hours. In Montreal and Toronto the largest group of workers on the same work week were employed 40 hours, but large numbers of workers were on a 45-hour week. A slightly higher proportion of workers in Winnipeg were on a 40-hour week than on a 44-hour week.

The proportion of plant employees on a five-day week in 1950 ranged from 19 per cent in Halifax to 85 per cent in Toronto. Seventy-five per cent of the workers in Montreal, 54 per cent in Winnipeg and 80 per cent in Vancouver were also reported to be working a five-day week.

The major changes in the normal work week during the year preceding October 1, 1950, have occurred in Halifax and Winnipeg, where there has been a noticeable reduction in normal weekly hours. There was little change in the proportions of workers reported on a five-day week in 1950 as compared with 1949, except for small reductions in Halifax and Vancouver.

**Overtime Payment.**—Payment for work after standard daily or weekly hours in 1950 was predominately one and one-half times the regular wage in each of the five cities, as it was in 1949. Time and one-half for the first 3 or 4 hours of overtime and double time thereafter was paid by establishments employing about 10 per cent of the workers in Montreal, 5 per cent of the workers in Toronto and about 14 per cent in Vancouver. Just over 10 per cent of the workers in Winnipeg were employed in plants where the overtime payment was time and one-quarter from Monday through Friday. A very small number of workers in each city were paid double time for overtime work.

Double time for work on Sundays, or the 7th working day where there is a continuous operation, was paid to the largest group of workers in Halifax, Montreal and Winnipeg. Eighty-three per cent of the workers in Halifax were in estab-

lishments which paid this rate for work on Sundays. In Montreal 38 per cent of the workers were in plants which paid double time and 27 per cent were in those which

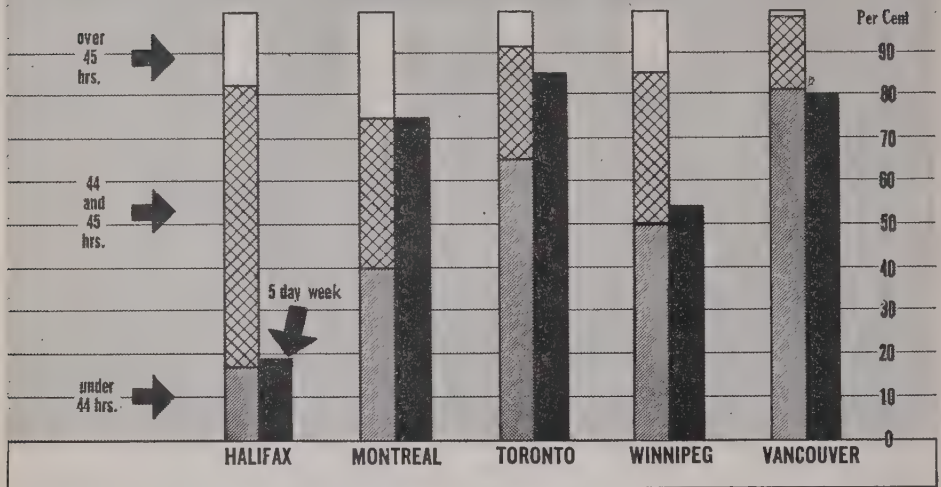
paid time and one-half; in Winnipeg the corresponding proportions were 41 per cent and 13 per cent respectively. Time and one-half, however, was paid by establishments employing the largest group of workers in Toronto and Vancouver, although large groups were eligible to be paid double time for work on Sunday. The proportion of workers in plants paying time and one-half and double time, respectively, was 45 per cent and 21 per cent in Toronto and 41 per cent and 35 per cent in Vancouver. Most of the remainder of the employees were working in establishments which did not report any overtime policy for work on Sundays, probably because no work has been done on that day and none anticipated.

There has been very little change, during the year previous to the 1950 survey, in the rates of overtime payment after standard daily or weekly hours and for work on Sundays.

**Annual Vacations with Pay.**—More than two-thirds of the plant employees in each of the five cities were employed in manufacturing establishments which reported giving an initial vacation of one week with pay, generally after a year of employment (Table I). Almost all of the remaining employees were in plants which gave an initial vacation of two weeks with pay, mainly after the same period of work. The proportion of employees who were in establishments giving an initial vacation of two weeks with pay was 31 per cent in Halifax, 6 per cent in Montreal, 7 per cent in Toronto, 12 per cent in Winnipeg and 10 per cent in Vancouver.

Most of the workers in each of the cities except Halifax, where a much larger proportion received an initial vacation of two weeks, were in plants where the period of vacation was increased as the worker's term of employment continued. In Halifax, Winnipeg, and Vancouver the majority of these workers may become eligible to receive a maximum vacation of two weeks

# NORMAL WEEKLY HOURS AND THE FIVE-DAY WEEK FOR PLANT EMPLOYEES IN MANUFACTURING, OCTOBER 1950



with pay, usually after 5 years of employment or less. In Montreal and Toronto almost equal proportions of the workers were in establishments which increased the vacation period to a maximum of two weeks with pay and three weeks with pay, mainly after 5 years or less in the first instance and from 15 to 25 years in the second. A small number of workers in Montreal, Toronto and Vancouver could become eligible for a maximum vacation period of four weeks with pay, generally after 25 years of employment.

Combining those employees whose initial vacation period is maintained regardless of the length of employment with those whose vacation period may be increased after a time, the proportion in each city according to the maximum vacation they may receive is as follows:—

Maximum Vacation Period	Halifax	Montreal	Toronto	Winnipeg	Vancouver
	%	%	%	%	%
1 week with pay .....	32.2	16.0	9.1	15.0	16.8
2 weeks with pay .....	54.5	39.5	46.2	65.8	65.0
3 weeks with pay .....	13.3	39.5	42.3	19.2	14.1
4 weeks with pay .....	.....	4.7	2.0	.....	1.4
Other periods paid for.....	.....	.3	.4	.....	2.7
Total .....	100.0	100.0	100.0	100.0	100.0

Most of the workers who may become eligible to receive a maximum vacation of three weeks may also receive an intermediate vacation of two weeks, generally after 5 years of employment; and those who may become eligible for a maximum of four weeks with pay may also receive an intermediate vacation of three weeks.

Payment for the annual vacation is usually equivalent to the employee's wage,

or average straight-time earnings in the case of piece-workers, for the period of the vacation. In some establishments the vacation pay is based on a percentage of the employee's annual earnings, 2 per cent being considered equivalent to one week's vacation, 4 per cent equivalent to two weeks' vacation with pay, etc., after a year of employment. In a few other instances the vacation pay is based on the number of months worked during the year, one-half of a day's pay per month being considered equivalent to one week's vacation with pay after a year of service.

During the year previous to October, 1950, there have been some increases in the periods of annual vacations with pay, particularly with respect to the maximum vacation period. A larger proportion of

the workers are in plants which give a maximum vacation of three weeks with pay, and a number of establishments have extended the paid vacation to four weeks after long periods of employment.

Closing down the plant for the vacation period is quite common in most of the cities. Twenty-three per cent of the employees in Halifax, 64 per cent in Montreal, 67 per cent in Toronto, 34 per



cent in Winnipeg and 44 per cent in Vancouver were employed in plants which shut down for a vacation period. Two weeks was the predominant shut-down period, as is seen in the following table which presents the proportion of workers in each city who are employed in plants closing down for this purpose:—

Proportion of Workers by Period of Plant Shut-down				
	1 Week	2 Weeks	Other	
	%	%	%	
Halifax .....	1	22	..	
Montreal .....	13	48	3	
Toronto .....	17	42	8	
Winnipeg .....	10	21	3	
Vancouver .....	19	24	1	

**Statutory Holidays.**—The number of statutory holidays observed by the manufacturing establishments in the five cities varied substantially, but the majority of workers were reported in plants which observed from 7 to 10 holidays in 1950 (Table II). About 92 per cent of the workers in Halifax observed from 8 to 10 statutory holidays, 58 per cent in Montreal observed 7 or 8 days, 82 per cent in Toronto observed 8 days, 85 per cent in Winnipeg observed from 7 to 10 days, and 76 per cent in Vancouver observed 8 or 9 statutory holidays.

The number of statutory holidays observed, in this article, is the number

of days when the plant is not normally operating because of Federal, Provincial or Municipal holidays, or religious holidays regularly observed by the closing of the establishment.

Within each city there was less uniformity in the number of statutory holidays paid for when not worked than in the number of statutory holidays observed. In Montreal, Toronto and Winnipeg, less than 10 per cent of the workers were in plants which did not pay for any of the observed statutory holidays unless these days were worked, whereas 22 per cent of the workers in Halifax and 38 per cent in Vancouver were in those which did not pay for any unless worked. In the three central cities, Montreal, Toronto, and Winnipeg, the majority of workers were paid for 6 to 8 statutory holidays. In Halifax and Vancouver the largest group of workers being paid for statutory holidays, 30 per cent and 17 per cent respectively, were paid for 9 days when not worked.

The variation within and between the cities in the numbers of statutory holidays observed and paid for can be seen in the following table, which gives the approximate proportion of workers in each city distributed according to the number of statutory holidays reported:—

	Halifax	Montreal	Toronto	Winnipeg	Vancouver
Statutory Holidays Observed	%	%	%	%	%
6 days and under .....	4	19	5	8	8
7 days .....	4	23	8	18	9
8 days .....	13	36	82	26	19
9 days .....	56	5	4	24	57
10 days and over .....	23	17	1	24	7
Total .....	100	100	100	100	100
Statutory Holidays Paid For					
None .....	22	10	6	9	39
5 days and under .....	32	25	9	12	23
6 days .....	3	14	11	10	8
7 days .....	3	17	11	27	3
8 days .....	9	24	61	24	7
9 days and over .....	31	9	2	18	19
Total .....	100	99*	100	100	99*

\* One per cent "other".

There have been some important changes from 1949 in the distribution of workers according to the number of statutory holidays paid for when not worked. In Halifax 22 per cent of the workers were not paid for any of the statutory holidays not worked in 1950, compared with 46 per cent in 1949; and in Vancouver the corresponding proportions were 39 and 55 per cent.

**Rest and Wash-up Periods.**—Regular rest and wash-up periods were well recognized in the manufacturing industries of the five major cities studied in this article (Table III). The proportion of employees in plants which permitted rest periods ranges from 36 per cent in Halifax to 83 per cent in Winnipeg. Sixty-one per cent of the workers in Montreal, 78 per cent in Toronto and about 65 per cent in

Vancouver received specified rest periods or could take them on an informal basis. Most of the workers in each city receiving rest periods were allowed two per day, with at least half of them getting 10 minutes each time.

Wash-up periods were permitted to 55 per cent of the workers in Halifax, 54 per cent of the workers in Montreal, 58 per cent in Toronto, 36 per cent in Winnipeg and 18 per cent in Vancouver. The largest group of workers in each city received two wash-up periods of 5 minutes each, and the next largest group in all of the cities except Halifax received one 5-minute period.

**Shift Differential.**—Only a small proportion of the plant employees were reported on a 2nd (evening) or 3rd

(night) shift at the time of the 1950 survey. Most of the workers who were reported on these shifts in 1950 received a wage differential for this shift work (Table IV). The shift differential was usually expressed in terms of so many cents per hour, but in a few cases, especially in Montreal, the differential was expressed as a percentage of the worker's wage.

The largest proportion of shift workers in Montreal, Toronto and Winnipeg receiving a cents-per-hour differential were paid 5 cents an hour. In Vancouver the largest group in this category were paid between 5 cents and 10 cents an hour. Most of the workers in Montreal whose shift differential was based on a percentage of their wages received 10 per cent, whereas most of those in Toronto received 15 per cent.

**TABLE II.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES, OCTOBER 1950**

Number of Statutory Holidays Observed	HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
Less than 5.....	1	38	72	3,106	24	825	2	268	6	213
5.....	1	42	105	7,910	24	844	4	297	10	601
6.....	5	144	112	9,998	62	3,287	10	785	12	1,258
7.....	7	191	261	24,821	124	8,430	50	3,154	36	2,425
8.....	22	719	192	39,392	725	85,647	52	4,536	64	5,086
9.....	14	3,016	56	5,588	105	4,575	69	4,219	199	15,579
10.....	8	1,274	69	8,030	7	158	47	2,924	40	1,684
11.....	1	3	43	5,193	7	222	16	1,182	2	141
More than 11.....			72	5,560	1	55			2	105
No Information.....			10	368	1	16	1	39	3	12
Total.....	59	5,427	992	109,966	1,080	104,059	251	17,404	374	27,104
Number of Statutory Holidays Paid For When Not Worked	HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER	
	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers	Estab-lish-ments	Workers
None.....	13	1,213	189	10,393	155	6,358	29	1,534	119	10,244
1 & 2.....	8	1,101	60	3,494	70	2,745	11	767	14	574
3.....	1	60	131	10,748	36	1,405	(1) 5	202	28	1,977
4.....	1	14	57	3,183	47	2,221	8	372	9	434
5.....	2	561	113	10,346	52	3,186	10	746	50	2,876
6.....	5	138	74	14,797	118	11,618	22	1,763	22	2,183
7.....	6	197	170	18,376	91	10,928	55	4,653	17	879
8.....	14	472	103	25,923	449	63,195	47	4,261	30	1,908
9.....	6	1,643	21	3,361	48	1,997	30	1,389	64	4,484
More than 9.....	3	28	46	6,920	5	122	31	1,662	11	339
Other(2).....			2	955	1	29			2	190
No Information.....			26	1,470	8	255	3	55	8	1,016
Total.....	59	5,427	992	109,966	1,080	104,059	251	17,404	374	27,104

NOTE:—In this table, half-days have been discounted in the few cases where they were reported. That is, where the establishment reported observing or paying for 7½ statutory holidays it has been included above with the group observing or paying for 7 days.

(1) One establishment reported paying for 7 statutory holidays after 3 years of employment.

(2) The number of statutory holidays paid for generally depends on the employee's period of employment.



**TABLE I.—ANNUAL VACATIONS WITH PAY IN THE MANUFACTURING INDUSTRIES  
OF FIVE CANADIAN CITIES, OCTOBER 1950**

Length of Vacation and Service Requirements	HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER	
	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers	Estab- lish- ments	Workers
<b>INITIAL VACATION</b>										
<i>One Week with Pay after: <sup>(1)</sup></i>	38	3,619	879	102,548	946	95,693	212	15,235	316	23,508
Less than 1 year's employ- ment.....	5	182	147	19,505	188	15,051	28	2,459	21	1,337
1 year's employment.....	30	3,332	700	81,298	730	78,885	183	12,746	285	21,345
Other periods of employ- ment.....	1	58	.....	.....	.....	.....	.....	.....	.....	.....
Service not specified.....	2	47	32	1,745	28	1,757	1	30	10	826
<i>Two Weeks with Pay after: <sup>(2)</sup></i>	12	1,635	97	6,965	124	7,655	38	2,130	45	2,600
Less than 1 year's employ- ment.....	.....	.....	20	1,562	14	514	.....	.....	2	67
1 year's employment.....	10	1,617	74	5,142	100	6,923	33	2,130	42	2,513
Service not specified.....	2	18	3	261	10	213	.....	.....	1	20
<i>Other Vacation Periods.....</i>	.....	.....	7	256	10	711	.....	.....	11	949
<b>Total.....</b>	<b>50</b>	<b>5,254</b>	<b>983</b>	<b>109,769</b>	<b>1,080</b>	<b>104,059</b>	<b>250</b>	<b>17,365</b>	<b>372</b>	<b>27,057</b>
<b>MAXIMUM VACATION</b>										
<i>Two Weeks with Pay after: <sup>(2)</sup>...</i>	16	1,649	350	38,850	465	43,021	128	9,357	171	15,686
Less than 5 years' employ- ment.....	9	533	178	16,101	251	18,853	71	4,874	76	4,758
5 years' employment.....	6	1,083	158	21,849	198	22,762	52	4,207	74	9,959
Other periods of employ- ment.....	1	33	14	900	26	1,406	5	276	21	909
<i>Three Weeks with Pay after: <sup>(3)</sup>...</i>	4	698	154	43,346	197	44,043	24	3,338	33	3,805
5 to 14 years' employment.....	.....	.....	7	350	20	1,768	1	71	4	377
15 to 25 years' employment.....	4	698	141	42,398	164	40,260	21	3,043	29	3,428
Other periods of employ- ment.....	.....	.....	6	598	13	2,006	2	224	.....	.....
<i>Four Weeks with Pay after: <sup>(4)</sup>...</i>	.....	.....	9	5,208	15	2,039	.....	.....	5	368
25 years of employment.....	.....	.....	9	5,208	13	1,881	.....	.....	2	343
Other periods of employ- ment.....	.....	.....	.....	.....	2	158	.....	.....	1	25
<i>Other Vacation Periods.....</i>	.....	.....	2	132	1	100	.....	.....	1	81
<i>Initial Vacation Maintained....</i>	30	2,907	468	22,333	402	14,856	98	4,670	164	7,177
One week.....	20	1,694	382	17,539	295	9,440	64	2,611	118	4,557
Two weeks.....	10	1,213	91	4,497	101	5,005	34	2,059	38	1,959
Three weeks.....	.....	.....	.....	.....	1	77	.....	.....	.....	.....
Other.....	.....	.....	5	197	5	334	.....	.....	8	661
<b>Total.....</b>	<b>50</b>	<b>5,254</b>	<b>983</b>	<b>109,769</b>	<b>1,080</b>	<b>104,059</b>	<b>250</b>	<b>17,365</b>	<b>372</b>	<b>27,057</b>

NOTE: Nine establishments in Halifax, nine in Montreal, one in Winnipeg and two in Vancouver did not report information on annual vacations with pay.

(1) Payment is straight time or average straight-time earnings for 1 week, 2 per cent of annual earnings, or ½ day's pay for each month worked.

(2) Payment is straight time or average straight-time earnings for 2 weeks, or 4 per cent of annual earnings.

(3) Payment is straight time or average straight-time earnings for 3 weeks, or 6 per cent of annual earnings.

(4) Payment is straight time or average straight-time earnings for 4 weeks.

**TABLE III.—REST AND WASH-UP PERIODS IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES, OCTOBER 1950**

Number of Plant Employees

Number and Length of Rest or Wash-up Periods	Rest Periods					Wash-up Periods				
	HALIFAX	MONTREAL	TORONTO	WINNIPEG	VANCOUVER	HALIFAX	MONTREAL	TORONTO	WINNIPEG	VANCOUVER
One Period of:										
5 minutes.....		97	17			17	13,977	12,506	1,474	1,006
10 minutes.....		3,083	6,227	879	623	22	4,908	3,510	666	327
15 minutes.....		5,710	2,743	490	414	8	1,090	1,542	45	122
Other.....		537	730	26	31	12	1,551	4,211	86	438
Two Periods of:										
5 minutes.....		560	337	106	331	1,704	20,861	21,841	2,255	1,249
10 minutes.....	983	37,245	49,469	9,354	11,922	1,021	7,137	5,508	598	332
15 minutes.....	970	12,039	12,490	3,017	3,115		719	628	35	474
Other.....		3,294	6,054	266	560	48	3,581	3,706	504	589
Other Periods.....		1,541	1,424	110	487	89	2,597	2,868	327	221
Informally Permitted.....	25	2,967	1,916	158	2	49	2,632	3,514	305	198
Total.....	1,978	67,073	81,407	14,406	17,485	2,970	59,053	59,834	6,295	4,956
Not Allowed or Information Not Reported.....	3,449	42,893	22,652	2,998	9,619	2,457	50,913	44,225	11,109	22,148
Total Plant Employees...	5,427	109,966	104,059	17,404	27,104	5,427	109,966	104,059	17,404	27,104

**TABLE IV.—SHIFT DIFFERENTIAL IN THE MANUFACTURING INDUSTRIES OF FIVE CANADIAN CITIES, OCTOBER 1950**

Number of Employees on Shift

Shift Differential	HALIFAX		MONTREAL		TORONTO		WINNIPEG		VANCOUVER	
	2nd Shift	3rd Shift	2nd Shift	3rd Shift	2nd Shift	3rd Shift	2nd Shift	3rd Shift	2nd Shift	3rd Shift
<i>Cents per hour:</i>										
Less than 5 cents.....			746	319	1,079	186	128	42	160	100
5 cents.....	39		1,804	559	3,489	1,987	220	199	304	140
Between 5 cents and 10 cents.....			417	258	663	493		19	2,185	646
10 cents.....	30	55	95	359	231	104	20	15	214	65
More than 10 cents.....			63	21	22	66			23	43
<i>Per Cent:</i>										
10%.....			696	315	130	37			6	
Between 10% and 15%.....			252	49					3	21
15%.....			241	16	591	96	22	2	4	
Other per cent.....			106		13				12	3
Other Differentials.....	5	5	122	20	106	291	24		417	78
Total.....	74	60	4,542	1,916	6,324	3,260	414	277	3,333	1,096
No Differential Paid.....	20	9	2,891	751	892	374	206	141	222	93
Total on Shift.....	94	69	7,433	2,667	7,216	3,634	620	418	3,555	1,199



# BUILDING, CIVIL ENGINEERING AND PUBLIC WORKS COMMITTEE STUDIES SEASONALITY AND WELFARE

*Seasonal unemployment, welfare and other problems of the construction industry were discussed at the third session of the ILO Building, Civil Engineering and Public Works Committee. The Committee recommended that modern knowledge and techniques be utilized to remove the instability of employment in the industry. A series of resolutions dealing with welfare in the industry was also approved.*

The Building, Civil Engineering and Public Works Committee of the International Labour Organization held its Third Session in Geneva from February 12 to 23, 1951. Nineteen countries from all parts of the world were represented. Altogether, these countries sent 102 delegates, 4 substitutes and 20 advisors, a total of 126. Representatives of the United Nations and of the World Health Organization were present, as well as observers from 7 international organizations such as the International Confederation of Free Trade Unions.

In accordance with normal International Labour Organization practice, the Session was attended by representatives of Governments, employers and workers. Canada was represented as follows:—

*Government Delegates.*—Mr. J. Lorne MacDougall, Industrial Relations Officer, Department of Labour, Ottawa; and Mr. W. W. Dawson, Director, Special Services Branch, Department of Labour, Ottawa.

*Employers' Delegates.*—Mr. John N. Flood, Saint John, N.B., and Mr. Raymond Brunet, Hull, P.Q., both representing the Canadian Construction Association.

*Workers' Delegates.*—Mr. Joseph Connolly, General Representative, United Association of Journeymen and Apprentices of the Plumbing and Pipe Fitting Industry of the United States and Canada, Toronto, Ontario; and Mr. J. B. Delisle, Secretary General, Building Federation, Canadian and Catholic Confederation of Labour, Montreal, P.Q.

## Agenda

The agenda of the Session included the following items:—

1. General report, dealing particularly with:

- (a) action taken in the various countries in the light of the conclusions of previous sessions of the Committee;

- (b) steps taken by the Office to follow up the studies and enquiries proposed by the Committee;

- (c) recent events and developments in the construction industry.

2. Welfare in the construction industry. The report and discussion on this subject were devoted to a consideration of conditions on building and civil engineering sites, and did not extend to questions of social security.

3. Seasonal unemployment in the construction industry, with special reference to the most effective means for reducing its extent.

## Procedure

The Committee first engaged in a general discussion of recent events and developments in building and construction throughout the world on the basis of the general report. Two outstanding subjects were repeatedly mentioned: first, the urgent construction needs of the world and the difficulties standing in the way of meeting them, such as the lack of materials, manpower, finance and, in some countries, low scale productivity; second, the particular problems and needs of under-developed countries and ways and means of helping them.

Two subcommittees were set up to deal with the second and third items of the agenda: one on seasonal unemployment in the construction industry and the most effective means of reducing its extent; and the other on welfare in the construction industry. The Subcommittee on Seasonal Unemployment elected the Canadian Government Delegate, Mr. J. L. MacDougall, as its Chairman.

## Seasonal Unemployment

A general discussion was engaged in by the Subcommittee on Seasonal Unemploy-

ment, followed by a detailed examination of specific problems, from which there emerged a resolution and statement of policy. The resolution pointed out that, in several countries, seasonal unemployment has reduced, in varying degrees, the output of the industry, has resulted in only partial utilization of its resources and equipment, lowered earnings, discouraged the recruitment of new workers and caused a considerable number of workers to leave the industry.

The Committee considered it possible, through the utilization of modern knowledge and techniques and by changing traditional habits adopted by the trade and its customers, to remove this instability nearly or completely by measures which may not unduly increase the real cost of work, when account is taken of the additional output produced and of savings in other respects, such as unemployment benefits. The resolution pointed out that in many areas the application of modern techniques has made it possible all the year around to erect buildings and carry out much work, the quality of which need not suffer on account of climatic conditions. It was recognized that in several countries the existence of full employment, together with measures already taken by Governments, employers and workers individually or collectively, appears to have substantially reduced seasonal unemployment in the post-war period.

### Statement of Policy

A statement of policy adopted by the Subcommittee laid down two indispensable conditions for the most effective reduction of seasonal unemployment: (a) the maintenance of full employment in a country's economy as a whole; and (b) the further development of co-operation between Governments, employers and workers in the application of proved techniques of winter construction and in the adoption of other appropriate measures, and a willingness to depart from traditional habits in planning and organizing work. The resolution emphasized that no measures should have the effect of lowering existing standards of working conditions.

Specific measures recommended by the resolution for individual and combined efforts of Governments, employers and workers included the following: (a) readiness of construction workers to take any employment which they are reasonably capable of performing in the industry and to move voluntarily to areas where work is available; (b) vocational training to diversify skills; (c) provision of facilities

to enable workers to continue work to the greatest extent possible in the winter season; (d) collection of statistical information designed to give guidance as to the incidence of seasonal unemployment; (e) planning by public authorities of their own construction programs with a view to minimizing season fluctuations, and the exercise of building controls with the same object in countries where such controls are part of public policy; (f) stimulation of private demand by making it widely known that winter work is feasible and not of inferior quality; (g) consideration of the possibility of granting subsidies to stimulate winter construction; (h) further research into improved methods of winter construction, and the dissemination nationally and internationally of the results of such research; (i) fullest application by the industry of all methods which facilitate the progress of work in winter; (j) designing of projects so as to use appropriate materials and techniques, having regard to climatic conditions; and (k) arranging for site work to begin at such a time of the year, and to be so phased, that the various stages of the job can be done at the most suitable seasons with a view to minimizing adverse seasonal effects.

### Welfare

The proceedings of the Subcommittee on Welfare resulted in a series of four resolutions to the following effect:—

**Welfare in the Construction Industry in Under-developed Countries.**—This resolution calls on the International Labour Organization to study the problem with a view to preparing advice on the welfare arrangements appropriate to under-developed countries.

**Legislative Measures for Welfare Facilities in the Industry.**—The Committee recognized that it is usually preferable to ensure the provision of facilities and amenities for the welfare of workers by means of agreements between employers and workers rather than by legislation but considered at the same time that there are countries where the means of achieving or enforcing such agreements are inoperative or non-existent. The resolution urged members of the International Labour Organization to consider whether they should not introduce some minimum legal requirements as to welfare facilities in the construction industry which would encourage joint co-operation on welfare where such co-operation has not yet been established.



**Employment of Women and Children in the Construction Industry.**—This resolution suggested that measures should be considered as soon as possible to prohibit at an early date by regulation or by collective agreements the employment of women and children on work sites in jobs requiring strength and causing strain beyond their physical powers. For the industrially under-developed countries which are still obliged to make use of women and children on construction work, the Committee suggested the early preparation of a list of especially heavy jobs in which women and children should in no circumstances be employed.

**Welfare Facilities in the Construction Industry.**—This resolution suggested for the consideration of those concerned the provision of numerous amenities, including weatherproof shelter during interruptions of work; suitable weatherproof places and facilities for meals; supplies of wholesome drinking water; facilities for obtaining food or cooked meals provided under hygienic conditions; reasonable washing and sanitary facilities; provision for storage and drying of clothing and for changing summer clothing; transport facilities to and from the site; residential camp or hostel accommodation; and special facilities for women workers, if employed.

### Other Resolutions

The Committee also adopted a number of general resolutions dealing with such matters as international arrangements for building research, the stabilization of employment in the construction industry, and studies by the International Labour Office into certain problems of the construction industry. In a resolution concerning the agenda for the next session of the Committee, it was suggested that consideration be given to the question of facilitating the progressive application of the principle of a guaranteed wage in the construction industry.

In accordance with the normal procedure of the International Labour Organization, the conclusions of the Committee will come

before the Governing Body which will decide what action should be taken on them.

During the course of the general debate in the subcommittees, members of the Canadian Delegation made numerous contributions to the discussion. In plenary session, Mr. Joseph Connolly made an able presentation in which he informed the Committee of the extent of labour organization in Canada, with particular reference to the construction industry. He said that every winter numbers of building workers were laid off owing to the severity of the Canadian climate. This was recognized as a characteristic of the Canadian economy, as shown by the payment of higher wages to construction workers than to industrial workers in general. In addition, the Federal Government provides for an Unemployment Insurance Fund for the protection of workers during periods of unemployment.

The Government had recently announced amendments to the Unemployment Insurance Act which greatly benefited seasonally unemployed construction workers by granting supplementary benefits to insured workers during the winter months when, for one reason or another, they could not qualify for ordinary benefits. Other improvements to the Unemployment Insurance plan were also under consideration.

Mr. Connolly stated that most construction work in Canada was undertaken by private contractors and that the industry had expanded tremendously during recent years, owing to construction undertaken in the new oil fields of Western Canada, the building of various large Hydro Electric plants, expansion of the pulp and paper and mining industries, and other large-scale developments.

Increased facilities had been provided for vocational training, with the Federal Government making grants of funds to the various provinces. Mr. Connolly also informed the Committee that the majority of construction workers in Canada were covered by collective agreements and that industrial relations in the industry were most harmonious.

# WAGES, HOURS AND WORKING CONDITIONS IN THE IRON AND STEEL PRODUCTS AND TRANSPORTATION EQUIPMENT INDUSTRIES, OCTOBER 1950\*

*Many similarities in the hours and working conditions of the Iron and Steel Products and the Transportation Equipment Industries in 1950 are noted in the following article, as are some important differences. Comparisons with similar information in 1949 reveal that there have been a few slight changes in the hours and working conditions of these industries. Average wage rates for selected occupations in three divisions of the Transportation Equipment Industry indicate a 5 to 6 per cent increase over 1949.*

There were numerous similarities in the hours and working conditions of the Iron and Steel Products and the Transportation Equipment Industries in 1950, as well as a few noticeable differences.

The majority of workers in both of these industries were normally working from 40 to 45 hours a week in 1950, with the largest group in each working 40 hours. The Iron and Steel Products Industry, however, had a larger proportion of workers on a 40-hour and 45-hour week and a much smaller proportion on a 44-hour week. Eighty-three per cent of the workers in the Iron and Steel Products Industry, compared with 72 per cent in the Transportation Equipment Industry, were on a five-day week.

Time and one-half for overtime during the week and for work on Sunday was predominant in both industries, as was double time for work on paid statutory holidays.

Most of the workers in each industry received an initial vacation of one week with pay, mainly after a year of employment, and large numbers could become eligible for an increased vacation period as their employment continued. More than one-half of the workers manufacturing Iron and Steel Products may become eligible to receive a maximum vacation of three weeks with pay, but only one-quarter of those manufacturing Transportation Equipment may become eligible for this period of paid vacation.

More than 90 per cent of the workers in each of these two industries were employed in establishments which observed from 6 to 9 statutory holidays in 1950, and almost equal proportions were paid for 6

to 8 of these holidays when not worked. Seventy-one per cent of the workers in the Iron and Steel Products Industry observed 8 statutory holidays, compared with 41 per cent in the Transportation Equipment Industry. In Iron and Steel Products about 13 per cent of the workers were paid for 6 statutory holidays and 54 per cent were paid for 8; whereas in Transportation Equipment these proportions were 48 per cent and 13 per cent respectively.

Regular rest and wash-up periods were about equally common in both of these major industries, with two 10-minute periods being predominant in each case.

A greater proportion of workers in the Iron and Steel Products Industry were on shift work at the time of the 1950 survey, but in the Transportation Equipment Industry a higher proportion of those on other than day shift received a wage differential for this shift work. A bonus of 5 cents an hour was the predominant differential on the evening and night shifts in both of the industries.

There have been noticeable changes in some of the working conditions of both the Iron and Steel Products and Transportation Equipment Industries for which comparable information is available for 1949.<sup>1</sup> In 1949, however, these two indus-

\* Information in this article was prepared from data obtained in the annual survey of wage rates and working conditions for 1950 conducted by the Economics and Research Branch of the Department of Labour. Employers were asked to report on wage rates (straight-time earnings of piece-workers) and certain conditions of work in their establishments during the last pay period preceding October 1, 1950.

<sup>1</sup> See "Hours and Working Conditions in the Iron and Its Products Industry, October 1949," the LABOUR GAZETTE, August 1950, p. 1196.



tries were combined under the title of the Iron and Its Products Industry and did not include Auto Repair and Garages. Where comparisons are made between the information contained in this article and that for 1949 in the previous article, consideration has been given to the difference in the industrial classifications.

In the Iron and Steel Products Industry there has been a definite reduction in the normal work week and an increase in the proportion of workers on a five-day week. This has mainly been due to a shortening of the work week by two large companies producing primary iron and steel.

In the Transportation Equipment Industry there has been a noticeable increase in the proportion of workers who may become eligible for a maximum vacation of three weeks with pay after long periods of employment. Also during the year ending October 1, 1950 there has been a marked decrease in the proportion of workers being paid for less than 4 statutory holidays when not worked and a corresponding increase in the proportion being paid for 7 of these holidays.

Information on wage rates for selected occupations in three divisions of the Transportation Equipment Industry indicates that there has been an average wage increase of from 5 to 6 per cent in this industry during the year preceding October 1, 1950. The index numbers (on a base 1939=100) at this date stood at 174.3 in the Motor Vehicles Industry, 239.1 in the Motor Vehicles Parts and Accessories Industry, and 192.9 in the Aircraft and Parts Industry.

## Iron and Steel Products Industry

Information from some 760 establishments employing 114,000 plant workers was obtained for this study of hours and working conditions in the Iron and Steel Products Industry. This major group of Manufacturing has been divided into six Industries for the purpose of this article. Agricultural Implements, employing about 11 per cent of the workers; Machinery, employing 15 per cent; Iron Castings, 10 per cent; Primary Iron and Steel, 21 per cent; Sheet Metal Products, 10 per cent; and Other Iron and Steel Products,<sup>2</sup> 33 per cent.

The Iron and Steel Products Industry is largely located in Ontario, with about two-

thirds of the workers employed in this province. Twenty per cent of the workers are located in Quebec, 6 per cent in the Maritime Provinces, 4 per cent in the Prairie Provinces and just over 3 per cent in British Columbia.

About 5 per cent of the plant workers reported in this industry were women.

**The Normal Work Week.**—All but 15 per cent of the male plant employees in the Iron and Steel Products Industry were normally working from 40 to 45 hours a week in 1950; the largest proportion of these were working 40 hours (Table I). Forty per cent of the male workers were on a 40-hour week, 27 per cent were on a 45-hour week and 10 per cent on a 44-hour week. Most of the male plant employees normally working more than 45 hours were on a work week of 48 hours.

The majority of male workers in the Agricultural Implements and Primary Iron and Steel Industries, 87 per cent and 60 per cent respectively, were on a 40-hour week, whereas in the other industrial groups shown in Table I, the largest groups were on a 45-hour week. In the Sheet Metal Products Industry, however, almost equal proportions of the male employees were normally working 40 and 45 hours a week.

Almost all of the male plant workers in British Columbia, 97 per cent, were on a 40-hour week in 1950; and in the Maritime Provinces most of the workers, about 83 per cent, were on a 44-hour week. The work week varied more in the other regions, with no more than half of the workers on a uniform work week. In Quebec, 37 per cent of the male workers were on a 45-hour week, 15 per cent were on a 48-hour week and 14 per cent on a 40-hour week. Just under one-half of the workers in Ontario were on a 40-hour week in 1950 and a further 29 per cent were on a 45-hour week. In the Prairie Provinces 28 per cent of the male plant employees were on a normal work week of 44 hours and from 15 per cent to 20 per cent were on work weeks of 40, 42½, 45 and 48 hours.

There has been a very definite reduction in the normal work week for a large number of employees in the Iron and Steel Industry. At the time of the 1950 survey, as mentioned above, 40 per cent of the male plant workers were on a 40-hour week, compared with 22 per cent in

<sup>2</sup> "Other Iron and Steel Products" includes boilers and plate work, fabricated and structural steel, hardware and tools, heating and cooking apparatus, machine shop products, machine tools, wire and wire products, and miscellaneous iron and steel products.

1949. This increase was largely accounted for by a shortening of the work week from 44 to 40 hours in two large companies producing primary iron and steel.<sup>3</sup>

Eighty-three per cent of the male plant workers were reported on a five-day week in 1950, a noticeable increase over the 72 per cent a year previously. Almost one-half of these employees were normally working 40 hours and just under one-third were working 45 hours. Comparing industries, the proportion of employees on a five-day week ranged from 61 per cent in Primary Iron and Steel to 99 per cent in Agricultural Implements, with the remaining industries having at least 80 per cent in this group. The five-day week was predominant in each of the regions except the Maritime Provinces, where only 8 per cent of the employees were reported on this work schedule.

**Overtime Payment.**—Time and one-half was the common overtime payment for work after standard daily or weekly hours. About 4 per cent of the employees were in establishments which paid time and one-half for the first two to four hours of overtime and double time thereafter, and somewhat less than 2 per cent were in plants which paid double time.

Almost one-half of the workers were eligible to receive one and one-half times their regular rate for work on Sundays, or the 7th working day of a continuous operation, and just under one-third were eligible to receive double time.

More than one-half of the workers in the Iron and Steel Industry were employed in plants which reported paying double time

for work on statutory holidays which are normally paid for when not worked. About one-quarter of the workers were eligible to receive double time and one-half if it is necessary for them to work on these holidays.

**Annual Vacations with Pay.**—An initial vacation of one week with pay, generally after a year of employment, was reported given by establishments employing 96 per cent of the plant workers in the industry (Table II). Most of the remaining workers were in plants which gave an initial vacation of two weeks with pay after a year of service or less.

The period of vacation with pay is generally increased as the worker's term of employment continues. Thirty-two per cent of the workers were in plants which increase the vacation to a maximum of two weeks, 51 per cent in those which increase the vacation to three weeks, and 4 per cent in those increasing the annual vacation to a maximum of four weeks with pay. The maximum vacations of two weeks are usually given after five years of employment and those of three and four weeks are mainly given after 25 years.

A comparison of the proportion of workers in each industrial group and region, according to their period of maximum vacation, may be made from the following table, which combines the group of employees whose initial vacation is maintained regardless of the period of employment with those whose paid vacation may be increased as their employment continues:—

Industry	Maximum Vacation with Pay				
	1 Week	2 Weeks	3 Weeks	4 Weeks	Other
Agricultural Implements .....	4.7	4.5	90.8	—	—
Machinery .....	10.7	50.0	38.1	1.2	—
Iron Castings .....	15.2	52.1	32.7	—	—
Primary Iron and Steel.....	—	5.0	87.4	7.6	—
Sheet Metal Products.....	5.8	39.3	30.3	24.6	—
Other Iron and Steel Products.....	12.3	53.0	33.7	—	1.0
<b>Region</b>					
Maritime Provinces .....	7.8	16.6	75.4	.2	—
Quebec .....	15.1	25.8	50.2	8.9	—
Ontario .....	4.9	36.6	55.2	3.3	—
Prairie Provinces .....	1.3	96.1	2.6	—	—
British Columbia .....	43.7	38.4	.6	8.4	8.9

Most of the establishments which reported granting a maximum vacation of three weeks with pay also reported an inter-

mediate vacation of two weeks; and those giving a maximum of four weeks also give intermediate periods of two and three weeks with pay.

Payment for the annual vacation is generally equal to the worker's time rate or average straight-time earnings for the vacation period. In some cases it is based on a percentage of the employee's annual

<sup>3</sup> A third large primary iron and steel producing company has agreed that the work week schedule from October 29, 1950 to June 30, 1951 shall be on the basis of three 40-hour weeks and one 48-hour week in each consecutive four weeks, and from July 1, 1951 to March 31, 1952 shall be on the basis of employees working straight 40-hour weeks.





TABLE II.—ANNUAL VACATIONS WITH PAY IN THE IRON AND STEEL PRODUCTS INDUSTRY, OCTOBER 1950

Plant Employees by Industry and Region

Length of Vacation and Service Requirements	Iron and Steel Products Industry	By Industry					By Region					
		Agricultural Implements	Machinery	Iron Castings	Primary Iron and Steel	Sheet Metal Products	Other Iron and Steel Products	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
INITIAL VACATION												
One Week with Pay after: <sup>(1)</sup> . . .	109,186	12,698	16,112	10,806	22,967	11,769	34,894	5,617	22,395	74,281	3,335	3,328
Less than 1 year's employment . . .	5,030	713	853	893		421	2,150	34	342	4,205	305	144
1 year's employment . . .	102,010	11,985	15,018	9,397	22,967	11,273	31,370	5,613	21,809	68,289	3,017	3,282
Employment period not specified . .	2,146		241	516		13	1,374		244	1,787	13	102
Two Weeks with Pay after: <sup>(2)</sup>												
1 year's employment or less . . .	4,367	62	1,148	52	495	180	2,430	1,052	670	1,373	1,212	60
Employment period not specified . .	4,302	62	1,128	52	495	180	2,385	1,052	670	1,328	1,212	40
Other Vacation Periods . . .	351						351					351
Total . . .	113,904	12,760	17,260	10,858	23,462	11,889	37,675	6,699	23,065	75,654	4,547	3,939
MAXIMUM VACATION												
Two Weeks with Pay after: <sup>(2)</sup> . . .	36,952	506	7,780	5,604	678	4,487	17,897	61	5,362	26,919	3,159	1,451
Less than 5 years' employment . . .	8,617	230	1,136	2,316	560	722	3,653	10	759	5,622	1,743	483
5 years' employment . . .	26,303	259	5,777	3,144	118	3,474	13,531	51	4,217	19,948	1,416	671
More than 5 years' employment . .	2,032	17	867	144		291	713		386	1,349		297
Three Weeks with Pay after: <sup>(3)</sup>												
15 to 24 years' employment . . .	58,539	11,592	6,583	3,550	20,501	3,905	12,708	5,052	11,582	41,755	119	24
25 years' employment . . .	9,481	754	3,444	704		1,297	3,082		2,624	7,124		20
Other periods of employment . . .	47,089	10,838	2,440	2,846	20,501	2,193	8,271	4,919	8,958	33,072	119	20
Four Weeks with Pay after: <sup>(4)</sup>	1,569		699			115	755		6	1,559		4
25 years' employment . . .	4,914		200		1,788	2,926		14	2,054	2,514		332
Initial Vacation Maintained:												
One week with pay . . .	13,499	662	2,697	1,704	495	871	7,070	1,572	4,000	4,466	1,269	2,132
Two weeks with pay . . .	9,439	690	1,854	1,052		691	4,642	320	3,475	3,606	57	1,721
Other vacation periods . . .	3,709	62	843	52	495	180	2,077	1,062	585	800	1,212	160
	351			351			351					351
Total . . .	113,904	12,760	17,260	10,858	23,462	11,889	37,675	6,699	23,065	75,654	4,547	3,939

(1) Payment is straight time or average straight-time earnings for 1 week, 2 per cent of annual earnings, or  $\frac{1}{3}$  day's pay for each month worked.

(2) Payment is straight time or average straight-time earnings for 2 weeks, or 4 per cent of annual earnings.

(3) Payment is straight time or average straight-time earnings for 3 weeks.

(4) Payment is straight time or average straight-time earnings for 4 weeks.



**TABLE III.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE IRON AND STEEL PRODUCTS INDUSTRY, OCTOBER 1959**

Plant Employees by Industry and Region

Number of Statutory Holidays Observed	By Industry					By Region						
	Iron and Steel Products Industry	Agricultural Implements	Machinery	Iron Castings	Primary Iron and Steel	Sheet Metal Products	Other Iron and Steel Products	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Less than 6	1,902	77	885	97	325	62	456	69	949	752	357	132
6	7,598	424	1,390	1,223	495	998	3,563	51	1,007	6,183	812	227
7	12,394		4,452	637		489	6,321	285	6,618	4,452		
8	80,524	11,876	8,902	6,922	21,905	8,870	22,049	5,294	11,913	62,192	967	158
9	8,273	236	1,184	1,106	737	1,198	3,812	1,051	1,554	1,570	922	3,176
10	2,649	5	361	787		223	1,273	32	554	505	1,339	246
More than 10	727	160	138	144		56	229	23	384		150	
Total	114,067	12,778	17,312	10,916	23,462	11,896	37,703	6,805	23,122	75,654	4,547	3,939
Number of Statutory Holidays Paid For When Not Worked												
None	9,545	355	2,359	1,339	325	965	4,202	1,638	3,316	3,070	305	1,216
1	484		33	243		47	161	53	175	164	52	40
2	1,938	61	574	512		7	784		622	1,013	303	
3	1,308	35	316	116		13	829	4	551	279	103	372
4	3,889	66	1,573	232		42	1,976		1,457	2,256	166	10
5	4,073	409	753	704		373	1,836	10	47	2,101	619	1,298
6	14,263	343	2,463	1,432	619	3,422	5,984	223	3,246	9,842	501	451
7	15,904	125	4,419	785	465	1,637	8,443	9	5,784	8,064	2,047	62
8	61,235	11,372	4,572	4,836	21,905	5,328	13,222	4,861	7,830	48,101	361	490
More than 8	1,382	12	250	717	118	62	223	7	46	764	75	
No Information	43						43		28		15	
Total	114,067	12,778	17,312	10,916	23,462	11,896	37,703	6,805	23,122	75,654	4,547	3,939

earnings or on the number of months worked during the year, as indicated in the footnote to Table II.

During the year ending October 1, 1950 there were only slight increases in the proportion of workers who may become eligible for maximum vacations of three or four weeks after long periods of employment.

Establishments in the Iron and Steel Products Industry employing 70 per cent of the employees, reported that they shut down for a vacation period in 1950. Forty-six per cent of the workers were employed in plants which closed down for a 2-week vacation and 20 per cent in those which closed down for a 1-week vacation. The remainder of these employees were in plants which did not report the period of plant shut-down.

**Statutory Holidays.**—Just over 70 per cent of the plant employees in the Iron and Steel Products Industry were working in establishments which observed 8 statutory holidays in 1950, and more than 97 per cent were in those which observed 6 to 10 holidays (Table III). The majority of workers in the Maritime Provinces, Quebec and Ontario observed 8 statutory holidays; but in British Columbia most of the employees observed 9 days and in the Prairie Provinces the largest group observed 10 statutory holidays.

In the survey of working conditions in this industry statutory holidays were

defined as those days when the establishment is normally not operating because of Federal, Provincial or Municipal holidays, or religious holidays normally observed by the closing of the plant.

More than one-half of the employees in the industry were paid for 8 statutory holidays when these days were not worked, and 80 per cent were paid for 6 to 8 holidays. About 8 per cent of the workers were not paid for any statutory holidays unless these days were worked. The largest group of workers in each of the industrial groups shown in the Table were paid for 8 statutory holidays in 1950, although almost equal proportions of employees in the Machinery Industry, about 26 per cent, were paid for 7 and 8 days.

In the Maritime Provinces and in Ontario the majority of workers, 71 per cent and 64 per cent respectively, were paid for 8 statutory holidays. Thirty-four per cent of the plant employees in Quebec were paid for 8 days and 25 per cent for 7 days. The largest proportion of workers in the Prairie Provinces, 45 per cent, were paid for 7 statutory holidays, and the largest proportion in British Columbia, about one-third, were paid for 5 days. More than 30 per cent of the workers in British Columbia and one-quarter in the Maritime Provinces were not paid for any of the statutory holidays which were not worked.

**TABLE IV.—REST AND WASH-UP PERIODS IN THE IRON AND STEEL PRODUCTS INDUSTRY, OCTOBER 1950**

Number of Plant Workers

Number and Length of Rest or Wash-up Periods	Rest Periods	Wash-up Periods
<i>One Period of:</i>		
5 minutes.....	209	13,840
10 minutes.....	7,910	4,495
15 minutes.....	1,554	423
Other.....	73	1,154
<i>Two Periods of:</i>		
Less than 5 minutes.....		4,007
5 minutes.....	1,091	37,293
10 minutes.....	36,150	2,320
15 minutes.....	5,674	405
Other.....	2,052	2,165
<i>Other Periods.....</i>	595	389
<i>Informally Permitted.....</i>	4,017	1,008
Total.....	59,325	67,499
<i>Not Allowed or Information Not Reported.....</i>	54,742	46,568
Total Plant Workers.....	114,067	114,067



**TABLE V.—SHIFT DIFFERENTIALS IN THE IRON AND STEEL  
PRODUCTS INDUSTRY, OCTOBER 1950**

Number of Workers on Shift

Shift Differential	2nd Shift	3rd Shift
<i>Cents per hour:</i>		
Less than 5c.....	714	
5c.....	4,853	1,446
6c. to 10c.....	749	1,014
More than 10c.....	63	25
<i>Per cent:</i>		
Less than 10%.....	55	18
10%.....	123	39
12½%.....	322	32
Other %.....	4	
<i>Other differentials.....</i>	524	58
<b>Total.....</b>	<b>7,407</b>	<b>2,632</b>
<i>No differential paid or no information reported.....</i>	<b>4,762</b>	<b>3,141</b>
<b>Total on Shift.....</b>	<b>12,169</b>	<b>5,773</b>

There was little change in the number of statutory holidays observed and paid for in the Iron and Steel Products Industry between the 1949 and 1950 surveys.

**Rest and Wash-up Periods.**—More than one-half of the plant employees in this industry were permitted daily rest and wash-up periods (Table IV). Sixty-one per cent of the workers who were employed in plants which permitted rest periods were allowed two 10-minute periods daily, 10 per cent were allowed two 15-minute periods, and a further 13 per cent were allowed one 10-minute rest period daily.

Wash-up periods were permitted to 59 per cent of the workers in the industry. Fifty-five per cent of these workers were given two 5-minute periods per day and about 21 per cent were given one 5-minute period.

**Shift Differentials.**—In the Iron and Steel Products Industry 11 per cent of the plant workers were reported on the 2nd or evening shift at the time of the 1950 survey, and 5 per cent were reported on the 3rd or night shift (Table V). About 61 per cent of the workers on the 2nd shift received a wage differential for this shift work, most of whom received a bonus of 5 cents an hour. Forty-six per cent of the workers on the 3rd shift received a wage differential, more than half of whom received a differential of 5 cents an hour.

## Transportation Equipment Industry

Five hundred and thirty establishments, employing more than 77,000 plant employees, contributed information on wages, hours and working conditions for this analysis of the Transportation Equipment Industry. In this article the industry has been divided into four divisions: Auto Repair and Garages, employing about 16 per cent of the non-office workers; Motor Vehicles (including Motor Vehicle Parts and Accessories), employing 54 per cent, Shipbuilding and Repairing, 14 per cent and Other Transportation Equipment,<sup>4</sup> about 16 per cent.

As in the case of the Iron and Steel Products Industry above, the majority of workers in Transportation Equipment, 67 per cent were employed in establishments located in Ontario, sixteen per cent of the workers were located in Quebec, 7 per cent in the Maritime Provinces, about 6 per cent in British Columbia and 5 per cent in the Prairie Provinces.

Just 4 per cent of the plant employees in the Transportation Equipment Industry were reported to be women.

**Wage Rates.**—The indexes of average wage rates in three of the principal divisions of the Transportation Equipment Industry increased from 5 to 6 per cent during the year ending October 1, 1950. At that date the indexes (base 1939=100) had

<sup>4</sup> "Other Transportation Equipment" includes aircraft and parts, bicycles and parts, boat building and repairing, railroad and rolling stock equipment, and miscellaneous transportation equipment.

increased to 174.3 in the Motor Vehicles Industry; to 239.1 in the Motor Vehicle Parts and Accessories Industry; and to 192.9 in the Aircraft and Parts Industry.

The following table presents average

hourly wage rates and ranges of rates (which include the middle 80 per cent of the workers) for selected occupations in each of the three divisions of the industry mentioned above:—

Average Wage Rates for Selected Occupations in Three Divisions of the Transportation Equipment Industry, October 1950

Industry and Occupation	Average Wage Rate per Hour	Range of Rates per Hour
<b>Motor Vehicles (Ontario only)</b>	\$	\$
Assembler .....	1.35	1.27-1.46
Electrician .....	1.48	1.45-1.57
Inspector .....	1.38	1.27-1.49
Machine Operator .....	1.34	1.22-1.49
Machinist .....	1.41	1.27-1.52
Millwright .....	1.38	1.37-1.41
Painter and Enameller.....	1.37	1.22-1.50
Plater .....	1.43	1.39-1.45
Sheet Metal Worker.....	1.37	1.32-1.42
Toolmaker .....	1.52	1.37-1.57
Trimmer .....	1.35	1.27-1.47
<b>Motor Vehicle Parts and Accessories (Ontario only)</b>		
Assembler, Male .....	1.21	.99-1.43
Assembler, Female .....	.99	.78-1.17
Grinder .....	1.27	1.04-1.45
Inspector, Male .....	1.24	1.04-1.40
Inspector, Female .....	.88	.73-1.08
Labourer .....	1.06	.90-1.18
Machine Operator, Male .....	1.25	1.01-1.45
Machine Operator, Female .....	1.03	.82-1.15
Machinist .....	1.24	1.05-1.40
Millwright .....	1.29	1.07-1.45
Toolmaker .....	1.48	1.28-1.70
Welder .....	1.29	1.15-1.37
<b>Aircraft and Parts</b>		
Assembler .....	1.10	.97-1.24
Carpenter .....	1.22	1.12-1.35
Electrician .....	1.18	1.02-1.30
Grinder .....	1.31	1.18-1.41
Lathe Operator .....	1.09	1.02-1.18
Milling Machine Operator.....	1.12	1.02-1.18
Machinist .....	1.24	1.02-1.41
Mechanic .....	1.24	1.13-1.41
Patternmaker .....	1.35	1.29-1.52
Sheet Metal Worker.....	1.11	.87-1.28
Toolmaker .....	1.38	1.28-1.57

In the Motor Vehicles Industry average wage rates in 1950 were up to 9 cents an hour higher than in 1949, with most occupations showing increases of 6 to 9 cents. For assemblers and machine operators, the occupations employing the largest numbers of workers, average wage rates increased 8 cents and 5 cents an hour in 1950.

Average wage rates for the nine male and three female occupations which represent the Motor Vehicle Parts and Accessories Industry in Ontario increased from 4 cents to 10 cents an hour during the year ending October 1, 1950. The three female occupations, assembler, inspector, and machine operator, averaged 6 cents an hour over 1949. Male machine operators, the largest

single occupational group, also had their wage rates increased an average of 6 cents an hour in 1950.

In the rapidly expanding Aircraft and Parts Industry, average wage rates in most occupations were increased from 5 cents to 12 cents an hour in 1950.

**The Normal Work Week.**—The largest group of male plant employees in the Transportation Equipment Industry, 34 per cent, were reported on a 40-hour week in 1950, and the next largest groups, 24 per cent and 21 per cent respectively, were on a 44- and a 45-hour week (Table VI). About 19 per cent of the employees were



normally working more than 45 hours a week, more than half of whom were working 48 hours.

Most of the male plant workers in this industry who were on a work week longer than 45 hours were in Auto Repair and Garages, as more than 80 per cent of the employees in this industrial group were normally working more than 45 hours a week. Almost one-half of the workers engaged in the manufacture of Motor Vehicles (including Motor Vehicle Parts and Accessories) were on a 40-hour week in 1950. In Shipbuilding and Repairing 53 per cent of the male employees were normally working 44 hours a week, while in the other transportation equipment industries about 56 per cent were working 45 hours.

In the Maritime Provinces 58 per cent of the male plant workers in the Transportation Equipment Industry were on a 44-hour week and 41 per cent were on a normal work week of 48 hours or more. Fifty-six per cent of the employees in Quebec were working 45 hours a week and about 18 per cent were working more than 48 hours. In Ontario 44 per cent of the male plant workers were on a 40-hour week in 1950, 23 per cent were on a 44-hour week, 17 per cent on a 45-hour week and almost 10 per cent on a 48-hour week. Three-quarters of the workers in the Prairie Provinces were normally working more than 45 hours a week, and the remainder were working 44 or 45 hours. All but about one per cent of the male employees in British Columbia were working 40 or 44 hours a week, more than 60 per cent of whom were normally working 40 hours.

There were only slight decreases in the normal work week of male plant employees in the Transportation Equipment Industry during the year ending October 1, 1950.

Seventy-two per cent of the male plant workers were on a five-day week in 1950, ranging from less than 2 per cent in Auto Repair and Garages to almost 97 per cent in Motor Vehicles (including Parts and Accessories). Forty-two per cent of the workers in Shipbuilding and Repairing and about 90 per cent in Other Transportation Equipment industries were also on a five-day week.

None of the establishments in the Maritime Provinces reported operating on a five-day week in 1950; and only 7 per cent of the workers in the Prairie Provinces were reported on this weekly schedule. However, 74 per cent of the male plant workers in Quebec, 85 per cent in Ontario and 59 per cent in British Columbia were reported on a five-day week.

Comparing similar information for 1949, which excluded Auto Repair and Garages, there has been a slight increase during 1950 in the proportion of male plant employees in this industry who were reported working five days a week.

**Overtime Payment.**—Almost all of the plant employees in the Transportation Equipment Industry were employed in establishments which paid time and one-half for overtime work after standard daily or weekly hours. Most of the remainder were in those which paid time and one-half for the first two to four hours and double time thereafter. Of the establishments which reported an overtime payment policy for work on Sunday, or the 7th working day where the operation is continuous, time and one-half was paid by those employing one-half of the workers. Double time was paid by those establishments employing 34 per cent of the workers and double time and one-half was paid by those employing all but a few of the remainder.

Just over one-half of the workers in the industry were reported to be employed in establishments which paid double time in 1950 for work on statutory holidays which are normally paid for when they are not worked, and a little less than one-third were employed in those which paid double time and one-half for work on these holidays. Most of the remaining employees were in establishments which did not report an overtime policy if work was necessary on observed statutory holidays.

**Annual Vacations with Pay.**—Initial vacations of one week with pay, largely after a year of employment, were reported by establishments employing 94 per cent of the employees in the Transportation Equipment Industry (Table VII). The majority of the remainder were employed in establishments which gave an initial vacation of two weeks with pay, generally after a year of service.

In establishments employing about 85 per cent of the workers the length of vacation with pay is increased as the period of employment continues. Fifty-seven per cent of the workers were in plants which increased the vacation to a maximum of two weeks with pay, generally after 5 years of employment, and about 26 per cent were in those which increased the vacation to three weeks with pay, mainly after 15 to 25 years. Most of the employees who may become eligible to receive three weeks with pay were manufacturing Motor

Vehicles (including Parts and Accessories) and Other Transportation Equipment, and all but about 200 were located in Quebec and Ontario. Almost all of the establishments which gave maximum vacations of three weeks with pay also gave an intermediate vacation of two weeks, usually after 5 years of employment.

Combining the employees whose vacation period may be increased after a time with those whose initial vacation is maintained regardless of their length of employment will enable a comparison of the proportions of workers in each industrial group and region according to the maximum vacation they may become eligible to receive:—

Industry	Maximum Vacation with Pay			
	1 Week	2 Weeks	3 Weeks	Other
Auto Repair and Garages.....	26.6	66.0	7.1	.3
Motor Vehicles (incl. Parts and Accessories).....	1.7	60.2	35.2	2.9
Shipbuilding and Repairing.....	31.6	60.3	1.6	6.5
Other Transportation Equipment.....	3.2	64.1	32.5	.2
Region				
Maritime Provinces .....	30.3	69.7	—	—
Quebec .....	19.3	58.4	22.3	—
Ontario .....	5.2	60.1	32.2	2.5
Prairie Provinces .....	11.8	82.6	5.6	—
British Columbia .....	18.0	65.3	.1	16.6

As indicated in the footnote to Table VII, payment for the annual vacation is straight time or average straight-time earnings for the period of the vacation, a percentage of the employee's annual earnings, or based on the number of months worked during the year.

The significant change in annual vacation with pay policies in the Transportation Equipment Industry has been the increase in the proportion of employees who may become eligible to receive a maximum vacation of three weeks after longer periods of employment. One-quarter of the employees, as mentioned above, may become eligible to receive a maximum of three weeks with pay, as compared with about 6 per cent in 1949.

Establishments employing about 70 per cent of the workers in the Transportation Equipment Industry reported that they shut down for an annual vacation in 1950. One-half of the workers in the industry were employed in plants which closed down for two weeks and 16 per cent were employed in those which closed down for one week.

**Statutory Holidays.**—Almost 92 per cent of the plant employees in the Transportation Equipment Industry were working in establishments which observed from 6 to 9 statutory holidays in 1950 (Table VIII). Forty-one per cent of the workers were reported in establishments observing 8 statutory holidays and about 28 per cent in those observing 7 days. Seventy-nine per cent of the workers manufacturing Other Transportation Equipment and 62 per cent of the workers located in Quebec were in establishments observing the same

number of statutory holidays, but in none of the other industrial groups or regions were more than half of the employees in plants observing a uniform number of holidays.

Statutory holidays, as defined in the annual survey of the industry, are those days when the establishment is normally not operating because of Federal, Provincial or Municipal holidays, or religious holidays normally observed by the closing of the establishment.

Less than 8 per cent of the plant workers were not paid for any of the observed statutory holidays unless these days were worked. Forty-eight per cent of the workers were paid for 6 statutory holidays when not worked, 13 per cent were paid for 7 days and a similar proportion paid for 8 days. There was a good deal of variation in the number of paid holidays in each of the industrial groups except Motor Vehicles (including Parts and Accessories). In this industry 72 per cent of the workers were paid for 6 statutory holidays in 1950. There were similar wide variations in the regional distributions, but in Ontario approximately 64 per cent of the workers were also paid for 6 statutory holidays. About one-quarter of the workers in the Maritime Provinces, the Prairie Provinces and British Columbia were not paid for any of the statutory holidays if not worked.

During the year previous to the 1950 survey there was a decrease in the proportion of workers in the industry who



**TABLE VI.—THE NORMAL WORK WEEK IN THE TRANSPORTATION EQUIPMENT INDUSTRY, OCTOBER 1950**

Male Plant Employees by Industry and Region

Normal Weekly Hours	By Industry					By Region				
	Trans- portation Equipment Industry	Auto Repair and Garages	Motor Vehicles, including Parts and Accessories	Shipbuilding and Repairing	Other Trans- portation Equipment	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
<b>Male Plant Employees on a 5-day Week</b>										
40 .....	24,828	.....	19,268	2,321	3,239	.....	935	21,397	.....	2,496
Between 40 and 44 .....	2,179	.....	1,616	103	.....	.....	377	1,802	.....	.....
44 .....	9,740	7	8,754	858	121	.....	858	8,705	121	.....
Between 44 and 45 .....	5	.....	5	.....	.....	.....	.....	5	.....	.....
Between 44 and 45 .....	15,383	196	7,258	1,327	6,602	.....	6,884	8,363	136	.....
45 .....	1,157	.....	1,035	.....	122	.....	45	1,112	.....	.....
More than 45 .....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Total</b> .....	<b>53,292</b>	<b>203</b>	<b>37,936</b>	<b>4,609</b>	<b>10,544</b>	.....	<b>9,099</b>	<b>41,410</b>	<b>257</b>	<b>2,496</b>
<b>All Male Plant Employees</b>										
40 .....	24,894	66	19,268	2,321	3,239	.....	935	21,397	.....	2,562
Between 40 and 44 .....	2,278	89	1,616	103	460	.....	377	1,851	.....	50
44 .....	17,707	1,909	9,480	5,827	491	3,046	1,146	11,204	724	1,587
Between 44 and 45 .....	5	.....	.....	.....	.....	.....	.....	5	.....	.....
Between 44 and 45 .....	15,383	196	7,258	1,327	6,602	.....	6,884	8,363	136	.....
45 .....	2,106	1,674	7,205	4	123	62	90	831	1,123	.....
Between 45 and 48 .....	7,660	4,574	1,332	1,264	680	1,166	620	4,644	1,230	.....
48 .....	.....	3,550	246	1,134	170	1,005	2,225	556	314	.....
More than 48 .....	4,100	.....	.....	.....	.....	.....	.....	.....	.....	.....
<b>Total</b> .....	<b>74,133</b>	<b>12,068</b>	<b>39,310</b>	<b>10,980</b>	<b>11,775</b>	<b>5,279</b>	<b>12,277</b>	<b>48,851</b>	<b>3,527</b>	<b>4,199</b>

TABLE VII. ANNUAL VACATIONS WITH PAY IN THE TRANSPORTATION EQUIPMENT INDUSTRY, OCTOBER 1959

Plant Employees by Industry and Region

Length of Vacation and Service Requirements	Trans- portation Equipment Industry	By Industry				By Region				
		Auto Repair and Garages	Motor Vehicles, including Parts and Accessories	Shipbuilding and Repairing	Other Trans- portation Equipment	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
INITIAL VACATION										
One Week with Pay after: (1)										
Less than 1 year's employment	71,848	9,858	41,337	9,511	11,142	3,786	12,046	50,817	2,778	2,481
1 year's employment	2,620	1,586	788	140	106	99	172	1,834	407	108
Other periods of employment	68,222	7,935	40,549	9,322	10,416	3,472	11,849	48,157	2,371	2,373
Service not specified	89	40	49		620	89	25			
	917	297				66		826		
Two Weeks with Pay after: (2)										
1 year's employment	3,667	2,862	237	542	776	824	586	678	781	1,098
Other periods of employment	2,444	2,047	46	338	13	190	145	287	740	1,082
Service not specified	1,189	185	241		763	617	241	291	40	
	34	30		4		17			1	16
Other Vacation Periods	1,055		342	687	26			542		713
Total	76,570	12,120	41,966	10,540	11,944	4,550	12,432	51,737	3,559	4,292
MAXIMUM VACATION										
Two Weeks with Pay after: (3)										
Less than 5 years' employment	43,747	5,733	24,969	6,013	7,032	2,346	6,872	30,667	2,158	1,704
5 years' employment	7,366	3,947	1,066	2,179	174	1,416	12	2,761	1,798	1,449
More than 5 years' employment	35,740	1,882	23,483	3,806	6,769	830	6,860	27,491	302	157
	641	104	420	28	89			415	128	98
Three Weeks with Pay after: (3)										
15 years' employment	19,664	863	14,752	171	3,378		2,776	16,684	198	6
20 to 25 years' employment	12,580	207	12,221	152	12,517		63	12,517		
Other periods of employment	6,580	276	2,413	165	3,726		2,680	3,764	136	
	504	380	118	6			33	403	62	6
Other Vacation Periods	1,276	35	1,336	5				1,271		5
Initial Vacation Maintained										
One week with pay	11,883	5,489	1,009	4,351	1,034	2,204	2,784	3,115	1,203	2,577
Two weeks with pay	7,655	3,227	722	3,328	378	1,380	2,398	2,683	422	772
Other vacation periods	3,521	2,262	287	342	630	824	386	432	781	1,098
	707		681	23						707
Total	76,570	12,120	41,966	10,540	11,944	4,550	12,432	51,737	3,559	4,292

(1) Payment is straight time or average straight-time earnings for 1 week, 2 per cent of annual earnings, or  $\frac{1}{3}$  day's pay for each month worked.  
 (2) Payment is straight time or average straight-time earnings for 2 weeks, or 4 per cent of annual earnings.  
 (3) Payment is straight time or average straight-time earnings for 3 weeks.



**TABLE VIII.—STATUTORY HOLIDAYS OBSERVED AND PAID FOR IN THE TRANSPORTATION EQUIPMENT INDUSTRY, OCTOBER 1953**

Plant Employees by Industry and Region

Number of Statutory Holidays Observed	By Industry				By Region					
	Trans- portation Equipment Industry	Auto Repair and Garages	Motor Vehicles, including Parts and Accessories	Shipbuilding and Repairing	Other Trans- portation Equipment	Maritime Provinces	Quebec	Ontario	Prairie Provinces	British Columbia
Less than 6	1,409	566	107	594	142	174	517	352	.....	366
6	9,485	804	8,300	177	204	140	262	8,977	67	39
7 (1)	21,240	1,937	16,616	1,345	1,342	896	1,967	17,088	1,088	201
8	31,505	4,629	15,698	1,649	9,599	826	7,646	21,896	781	356
8,479	2,438	2,438	1,112	4,854	75	1,503	3,138	966	3	2,126
9	3,720	1,073	12	2,316	319	1,474	1,467	286	456	1,037
10	1,409	740	121	144	404	214	527	.....	501	167
More than 10	5	.....	.....	.....	5	5	.....	.....	.....	.....
No information	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	77,252	12,187	41,966	11,079	12,020	5,232	12,432	51,737	3,559	4,292
Number of Statutory Holidays Paid For When Not Worked										
None	5,804	2,731	353	1,441	1,279	1,338	591	2,014	869	992
1	231	106	30	77	18	92	2	137	.....	.....
2	1,997	569	112	1,185	131	862	926	209	.....	.....
3 (2)	4,869	923	307	3,177	462	522	2,506	195	143	1,503
4	2,492	570	187	1,735	.....	286	943	1,120	143	.....
4,936	434	434	167	173	162	40	121	747	.....	28
5	36,861	1,051	30,200	939	4,671	96	3,683	32,865	203	14
6	10,149	1,526	6,781	879	963	188	1,019	7,193	879	900
7	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
8	10,352	2,415	3,650	4	4,283	218	2,488	6,862	619	165
9	2,510	1,124	111	1,275	41	1,379	379	379	192	560
More than 9	404	536	21	6	.....	48	51	8	458	39
No information	447	202	47	188	10	193	102	8	53	91
Total	77,252	12,187	41,566	11,079	12,020	5,232	12,432	51,737	3,559	4,292

(1) Includes 150 employees observing 7½ statutory holidays.  
(2) Includes 17 employees paid for 3½ statutory holidays.

were paid for less than 4 statutory holidays and a marked increase in the proportion being paid for 7 days.

**Rest and Wash-up Periods.**—Regular rest and wash-up periods were permitted to more than one-half of the plant workers in the Transportation Equipment Industry (Table IX). Almost 59 per cent of the workers were allowed regular rest periods, and of these workers about four-fifths received two 10-minute periods daily and one-tenth received two 15-minute periods.

Fifty-one per cent of the workers were permitted daily wash-up periods. Somewhat more than one-half of these workers

were entitled to two periods of 5 minutes each and one-quarter were entitled to one 5-minute period.

**Shift Differentials.**—A very small proportion of the production employees in the Transportation Equipment Industry were on shift work at the time of the 1950 survey (Table X). About 12 per cent of the workers were reported on the 2nd or evening shift and less than 2 per cent on the 3rd or night shift. All but a few hundred employees on each of these shifts were paid a wage differential for this shift work, and most of these workers received a differential of 5 cents an hour.

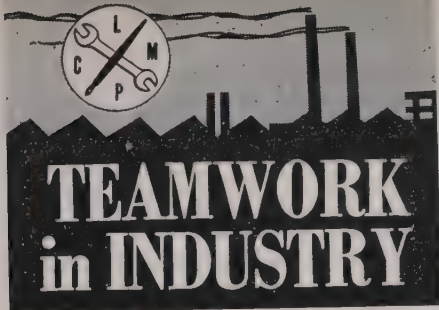
**TABLE IX.—REST AND WASH-UP PERIODS IN THE TRANSPORTATION EQUIPMENT INDUSTRY, OCTOBER 1950**  
Number of Plant Workers

Number and Length of Rest and Wash-up Periods	Rest Periods	Wash-up Periods
<i>One Period of:</i>		
Less than 5 minutes.....		135
5 minutes.....		9,950
10 minutes.....	1,053	774
15 minutes.....	1,111	296
Other.....	156	227
<i>Two Periods of:</i>		
Less than 5 minutes.....		477
5 minutes.....	408	21,439
10 minutes.....	36,490	2,539
15 minutes.....	5,185	199
Other.....	26	2,516
<i>Other Periods.....</i>	472	528
<i>Informally Permitted.....</i>	296	491
Total.....	45,197	39,571
<i>Not Allowed or Information Not Reported.....</i>	32,122	37,748
Total Plant Workers.....	77,319	77,319

**TABLE X.—SHIFT DIFFERENTIALS IN THE TRANSPORTATION EQUIPMENT INDUSTRY, OCTOBER 1950**  
Number of Workers on Shift

Shift Differential	2nd Shift	3rd Shift
<i>Cents per hour:</i>		
5c.....	7,505	1,102
7c to 15c.....	180	179
<i>Per cent:</i>		
5%.....	563	199
14%.....	702	127
Other.....	33	
<i>Other differentials.....</i>	39	12
Total.....	9,022	1,619
<i>No differential paid or no information reported.....</i>	282	240
Total on Shift.....	9,304	1,859





A 14 per cent increase in production coupled with a reduction from 25 to 4 per cent in breakage of hollow-ware is attributed to the co-operation obtained through a Labour-Management Production Committee at a Nova Scotia brick and tile plant.

L. E. Shaw, president of L. E. Shaw Limited, Lantz, N.S., complimented the LMPC and the participating union, Local 2, National Union of Brickyard Workers (CCCL), on the accomplishment, when he spoke at the plant's first annual LMPC dinner.

Owdis Isenor, plant superintendent, told how labour-management co-operation had solved two of the brickyard's most stubborn problems: how to eliminate dryer scum, which discolours the product; and how to reduce cracking of hollow-ware during drying. Solution of the first problem, in addition to eliminating scum, resulted in a \$10-a-day saving and added an estimated five years to the life of a dryer car. Solution of the second reduced breakage from 25 to 4 per cent.

### Improved Accident Rate

An LMPC in a Saskatchewan brewery, in existence a little more than a year, has improved the brewery's accident rate by 20 per cent and reduced brewing time from four and a half hours to three and a quarter hours. Breakage of empty bottles has almost been eliminated.

In addition, according to the president of the union in the brewery, "There is definitely more teamwork now." The brewery manager adds: "The boys take more interest in their jobs."

The brewery is the Saskatoon Brewing Co. Limited, Saskatoon, Sask.; the union, Saskatoon Brewery Workers Local 334, Brewery, Malt, Soft Drink and Allied Trades Federation of Western Canada (TLC). The LMPC was organized in March last year.

### LMPC Aids Modernization

An LMPC is given much of the credit for the success of the modernization and renovation of Western Canada's largest bakery, McGavin Bakeries Limited, Regina.

"There is no doubt" says Manager H. Reid Dredger, "that without a Labour-Management Production Committee in operation, serving as a channel through which the employees could direct their suggestions and recommendations to management, the changes made in construction and location of new equipment would not be as workable as they are today."

When the company decided to make extensive additions and to install considerable new equipment, the LMPC discussed the construction program. Many ideas gathered by the committee from the workers were incorporated into the plans followed during the renovation.

On this LMPC, organized less than two years ago, in November, 1949, labour representatives are elected by members of Local 428, Bakery and Confectionery Workers' International Union of America (AFL-TLC).

### Mill Receives Trophy

The effectiveness of E. B. Eddy Company's safety program, operated under the firm's Employee-Management Committee, was shown when the company's Ottawa mill was awarded the safety shield for the Class "A" mill with the lowest accident severity rate in Ontario during 1950. Twenty-one mills competed for the trophy.

Presentation of the shield, awarded annually by the Ontario Pulp and Paper Makers' Safety Association, was made recently at the Association's annual banquet in Toronto.

The presidents of the three union locals representing workers in the Ottawa mill accompanied the delegation from the company which accepted the award. The unions are: Local 34, International Brotherhood of Papermakers; Local 73, International Brotherhood of Pulp, Sulphite and Paper Mill Workers; and Local 412, International Association of Machinists, all AFL-TLC affiliates.

Establishment of Labour-Management Production Committees (LMPCs) is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions set up LMPCs, the Service provides publicity aids in the form of booklets, films and posters.

# Industrial Relations and Conciliation

*The 5-day 40-hour week for non-operating employees was inaugurated on Canadian Railways on June 1. During May the International Nickel Company of Canada, Ltd., agreed to introduce the 40-hour week on July 1 without loss of take-home pay.*

## Introduction

Without fanfare or disruption of operations, the 5-day 40-hour week came into effect for non-operating employees of the major Canadian Railways on June 1, 1951. Based on the broad principles of a master agreement negotiated between the railways and the two groups of international and national unions representing their non-operating employees, following the award made by the Hon. Mr. Justice R. L. Kellock pursuant to The Maintenance of Railway Operation Act, the implementation of the shorter hours was achieved smoothly and without visible dislocation in the affairs of businesses closely dependent on the railways. It was reported that, in order to facilitate the changeover, the railways recruited and trained numbers of new workers and made certain other adjustments to meet the situation. The companies were also reported to have adopted, through understandings reached with the organizations concerned, an interim policy of permitting workers in certain classifications to remain in their jobs after reaching 65 years of age and of bringing back retired employees at their old rates of pay.

Another important instance of the adoption of the 40-hour week was reported during May. This was the announcement that the International Nickel Company of Canada had entered into a collective agreement with the International Union of Mine, Mill and Smelter Workers pro-

viding for a reduction in hours from 44 to 40 per week, effective July 1, 1951. The agreement, which covers some 14,000 employees at Sudbury and Port Colborne, Ont., provided that the shorter work week would not entail any loss in take-home pay and also granted a general wage increase of 10 cents per hour.

During May, as reported below in this chapter, the Minister of Labour appointed Conciliation Officers to deal with five industrial disputes and announced the settlement of one dispute through the intervention of a Conciliation Officer. The Minister also completed appointing the personnel of three Boards of Conciliation and Investigation, and established a fourth Board. Consent to prosecute was granted to a trade union by the Minister in connection with an alleged violation by a company of Section 4 of the Industrial Relations and Disputes Investigation Act.

During the same month the Canada Labour Relations Board granted certification to trade unions as bargaining agents in nine cases and received 13 new applications for certification.

This section covers proceedings under two federal statutes, the Industrial Relations and Disputes Investigation Act and the Conciliation and Labour Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board and the Industrial Relations Branch of the Department.

### ***The following statement concerns the scope and administration of the Industrial Relations and Disputes Investigation Act.***

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and

repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certifications given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within Federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international

steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the Federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of Conciliation Officers, Conciliation Boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of two officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; three officers resident in Toronto confine their activities to Ontario; three officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

## Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board, during the month of May, issued nine certificates designating bargaining agents. During the month, the Board received thirteen applications for certification and two applications for revocation of certification.

### Applications for Certification Granted

1. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of two units of clerical employees of the Canadian Pacific Railway Company, employed at (1) its ticket office at Windsor Street Station, Montreal (L.G., May, 1951, p. 674), and at (2) its ticket offices at Place Viger Station and Park Avenue Station, Montreal (L.G., June, 1951, p. 813).

2. Malt and Grain Process Workers, Local 105 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of units of employees of (1) The St. Boniface Grain and Feed Company Limited, St. Boniface, Man., and (2) Midland Flour Mills Limited, St. Boniface, Man. (L.G., May, 1951, p. 674).

3. The Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of four units of pool freight handlers employed from time to time in loading and unloading operations at the Port of Quebec by (1) Robin Hood Flour Mills limited; (2) Clarke Steamship Company Limited; (3) Albert G. Baker Limited; and (4) Anglo-Canadian Pulp and Paper Mills Limited (L.G., May, 1951, p. 674). The Brotherhood had previously withdrawn its application on behalf of employees of W. G. McCauley (L.G., May, 1951, p. 674).

4. System Division No. 7, Order of Railroad Telegraphers, on behalf of a unit of employees of the Canadian Pacific Railway Company, employed in its Communications Department (L.G., April, 1951, p. 502).

### Applications for Certification Received

1. The Brotherhood of Maintenance of Way Employees, on behalf of seven units of maintenance of way employees, employed by (1) the Canadian National Railways; (2) the Ontario Northland Railway; (3)



the Canadian Pacific Railway Company; (4) the Dominion Atlantic Railway; (5) the Quebec Central Railway; (6) the Northern Alberta Railway; and (7) the Esquimalt and Nanaimo Railway (Investigating Officer: L. Pepin).

2. The National Seamen's Association of Canada, on behalf of unlicensed personnel employed by the Lakes and St. Lawrence Navigation Company Limited, Cardinal, Ont., on board the ss. *Casco* (Investigating Officer: C. E. Poirier).

3. The National Association of Marine Engineers of Canada, Inc., on behalf of marine engineers employed by Northwest Steamships Limited, Toronto (Investigating Officer: R. L. O'Neill).

4. Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, on behalf of elevator department employees of Pacific Elevators Limited, Burrard Inlet, B.C. (Investigating Officer: G. R. Currie).

5. The Canadian Navigators' and Engineers' Federation, on behalf of marine engineers employed by Canada Steamship Lines Limited, Montreal (Investigating Officer: C. E. Poirier).

6. The National Association of Marine Engineers of Canada, Inc., on behalf of engineers employed by the Upper Lakes and St. Lawrence Transportation Company Limited, Toronto (Investigating Officer: C. E. Poirier).

7. The American Federation of Radio Artists, Associated Actors and Artists of America, on behalf of radio announcers employed by the Western Ontario Broadcasting Company Limited at Radio Station CKLW, Windsor, Ont. (Investigating Officer: R. L. O'Neill).

### **Applications for Revocation of Certification Received**

1. The Board received from Messrs. Robert Halewood and J. Miles an application for the revocation of the decision of the Board of November 9, 1950, certifying the Canadian Brotherhood of Seamen as the bargaining agent of unlicensed personnel employed by the Western Union Telegraph Company on board the ss. *Lord Kelvin* and ss. *Cyrus Field* (L.G., Jan., 1951, p. 55). The application was rejected for the reason that court proceedings had been instituted in respect of the Board's jurisdiction and the court had not yet given its decision.

2. The Board received from Messrs. T. Forbes Rhude, W. Russel Wheatley, and D'Arcy O'Donnell an application for the revocation of the decision of the Board of April 5, 1950, certifying the American Newspaper Guild as the bargaining agent of editorial employees of the Canadian Press (L.G., June, 1950, p. 823).

## **Conciliation and Other Proceedings Before the Minister of Labour**

During the month of May, the Minister appointed Conciliation Officers to deal with matters in dispute between the following parties:—

1. The Order of Railway Conductors, applicant, and the Canadian Pacific Railway Company (sleeping and parlour car conductors and parlour car attendants), respondent (Conciliation Officer: F. J. Ainsborough).

2. Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and the Provincial Transport Company, Montreal, respondent (Conciliation Officer: R. Trépanier).

3. The Canadian Brotherhood of Railway Employees and Other Transport Workers, applicant, and Colonial Coach Lines Limited, Montreal, respondent (Conciliation Officer: R. Trépanier).

4. The Catholic Syndicate of Garage Employees of the Quebec Railway Light

and Power Company, Inc., applicant, and the Quebec Railway Light and Power Company, Quebec, P.Q., respondent (Conciliation Officer: L. Pepin).

5. The National Catholic Transport Brotherhood of Quebec, Inc., applicant, and the Quebec Railway Light and Power Company, Quebec, P.Q., respondent (Conciliation Officer: L. Pepin).

### **Settlement Effected by Conciliation Officer**

On May 31, the Minister received a report from F. J. Ainsborough, Conciliation Officer, indicating the settlement of matters in dispute between the Canadian Pacific Railway Company and the Order of Railway Conductors (see above).

### **Conciliation Board Appointed**

On May 26, the Minister established a Board of Conciliation and Investigation

to deal with matters in dispute between Trans-Canada Air Lines and the Canadian Air Line Pilots Association. The board was appointed following receipt of the report of R. H. Hooper, Conciliation Officer (L.G., Feb., 1951, p. 192). Constitution of the Board had not been completed at the end of the month.

### **Conciliation Boards Fully Constituted**

1. The Board of Conciliation and Investigation established by the Minister on April 9, 1951, to deal with matters in dispute between Hull City Transport Limited, Hull, P.Q., and the Hull City Transport Employees' Syndicate (L.G., June, 1951, p. 817), was fully constituted on May 21 with the appointment of Romulus Beuparlant, Hull, P.Q., as chairman. Mr. Beuparlant was appointed by the Minister on the joint recommendation of the other two members of the Board, Avila Labelle, K.C., of Hull, and Pierre Vadboncoeur, of Montreal, who had previously been appointed on the nominations of the company and union respectively.

2. The Board of Conciliation and Investigation established by the Minister on April 20, 1951, to deal with matters in dispute between the Canadian Overseas Telecommunications Corporation and Local No. 6, Canadian Communications Association (L.G., June, 1951, p. 817), was fully constituted on May 23 with the appointment of Professor H. D. Woods, Montreal, as Chairman. Professor Woods was

appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, Paul S. Smith, K.C., Montreal, and A. Andras, Ottawa, who had previously been appointed on the nominations of the company and union respectively.

3. The Board of Conciliation and Investigation established by the Minister on April 27, 1951, to deal with matters in dispute between the Canadian Marconi Company and the Commercial Telegraphers' Union, Canadian Marconi System, Division No. 59 (L.G., June, 1951, p. 817), was fully constituted on May 22 with the appointment of His Honour Judge A. Cochrane, Brampton, Ont., as Chairman. Judge Cochrane was appointed by the Minister on the joint recommendation of Charles N. Knowles, Montreal, and Drummond Wren, Toronto, who had previously been appointed on the nominations of the company and union respectively.

### **Application for Consent to Prosecute Granted**

The Canadian Brotherhood of Seamen, applicant, and the Gulf and Lake Navigation Company Limited, respondent. The union alleged violation by the company of Section 4 of the Industrial Relations and Disputes Investigation Act. After consideration and investigation of the application, the Minister granted consent to prosecute.

## **Recent Decisions of Canadian Railway Board of Adjustment No. 1**

The Canadian Railway Board of Adjustment No. 1 has recently released its findings in cases heard on April 10, 1951.

**Case No. 607.**—Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Locomotive Engineers. A dispute concerning the dismissal of a North Bay engineer.

*Joint Statement of Facts:* The engineer was dismissed for "failure to observe special instructions governing the movement of trains by fixed signals at automatic interlocking and for giving incorrect statements in connection with the matter . . ."

*Employees' Contention:* The employees acknowledged that in this particular case certain rules were not adhered to and that discipline was necessary. However, the

investigation had disclosed, they maintained, that the engineer was not entirely familiar with the requirements of the rules. Dismissal of the engineer at the age of 55 after 32 years' service, was too severe discipline. The employees, therefore, requested that he be reinstated to his former position.

The company contended that the engineer's action, that of passing the signal in question (No. 708) in stop position without stopping, was in direct disregard of rules and constituted a hazard. In addition, the engineer had made a false statement regarding his actions and three separate investigations were necessary "to clarify the matter". As a consequence, the railway maintained that the "dismissal is warranted".

After receiving additional written and oral evidence from both parties, the board decided that the contention of the employees "is not sustained".

**Case No. 608.**—Canadian Pacific Railway Company (Eastern Region) and the Brotherhood of Railroad Trainmen. The dispute concerned the dismissal of a conductor and trainman as the result of an accident at Bolkow on June 12, 1949.

*Joint Statement of Facts:* In the early morning of June 12, Extra 5452 East with the conductor and rear trainman on board, collided with the rear of train Second No. 954 which was taking water at Bolkow. As a result one stock attendant was killed, another seriously injured and heavy damage to equipment was sustained. The conductor and trainman were dismissed for being parties to violation of Rule 93 and for "failure to observe and act upon the 'Stop' indication displayed".

The employees maintained, firstly, that the CPR had not proved that the conductor saw the signal and secondly, that in holding the conductor or his rear trainman responsible for the position of a block signal the company was being unfair to its employees.

At the close of their case the employees asked for "both men's reinstatement to full seniority together with the privilege of paying back into the pension fund the amounts that would have been due during their time out of service."

The railway presented a detailed description of the events leading up to the collision and the exact locations of the various signals in the direction of travel. It maintained that the conductor and trainman were quite familiar with the characteristics of the yard limits west of Bolkow and with the fact that trains taking water normally have rear of trains standing in or near the cut. In spite of this they allowed the train to proceed at a speed which would not permit stopping in time. The conclusion was, therefore, drawn by the railway that the men were "extremely careless in the discharge of their duties" and that the dismissal was justified.

In its general statement, the Board expressed the opinion that railway employees cannot be relieved of the responsibility of observing the position of automatic block signals. The contention of the employees was, however, "sustained to the extent of reinstatements."

**Published Separately**

## **THE KELLOCK REPORT**

Pamphlet containing the complete report of the Honourable Mr. Justice R. L. Kellock, arbitrator appointed in pursuance of The Maintenance of Railway Operation Act.

On sale at 10c a copy; orders for 20 copies or more, 5c per copy; 100 or more, 4c per copy. Apply to the Circulation Manager, Department of Labour, Confederation Building, Ottawa, Ont.



# Collective Agreements and Wage Schedules

## Recent Collective Agreements

A file of collective agreements is maintained in the Economics and Research Branch of the Department of Labour. These are obtained directly from the parties involved and through the Industrial Relations Branch of the Department. A number of those recently received are summarized below.

Agreements made obligatory under the Collective Agreement Act in Quebec are summarized in a separate article following this.

### Logging

**SOUTHERN INTERIOR DISTRICT (CRANBROOK AREA), B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.**

Agreements to be in effect from September 1, 1950, to August 31, 1951, and thereafter from year to year, subject to 60 days' notice.

**Union security:** the company will co-operate with the union in obtaining and retaining as members all eligible employees and to this end will present to new employees and to all supervisors and foremen the policy herein expressed.

**Check-off:** the companies agree to deduct union dues and assessments from the pay of employees who so authorize and to remit same to the union. Such authorization shall be revocable, but an employee may waive his right to revoke.

**Hours:** 8 per day, 44 per week; where it is desirable that a longer day should be worked, application may be made to the local union for extension of the work day at regular rates of pay, not to exceed 9 hours per day or 44 hours per week. The union agrees to approve the above work schedule for all night shift operations. The above hours of work do not apply to stationary engineers, firemen and oilers (whose hours shall not exceed 9 in any one day or 48 in any one week where plant is operated on a one-shift basis) and to cook and bunkhouse employees, fire-fighters, boatmen, employees engaged exclusively in the transportation of men and supplies and to persons employed in river driving and booming operations in connection therewith. These categories shall receive time and one-half for all work in excess of 8 hours per day or 44 hours per week. Overtime at time and one-half shall be paid for work in excess of the regular daily and/or weekly hours, for work on Saturday afternoon and/or Sunday (or the alternative sixth and seventh days) regardless of the number of hours worked during the week, and also for work on 7 specified holidays.

**Vacations with pay** will be granted in accordance with the provisions of the Annual Holiday Act of British Columbia. Cooks and bunkhouse employees shall be

entitled to one-half week's vacation with pay after 3 months' continuous service, provided that they shall not be entitled to more than 2 weeks in any one year.

The rate for board and lodging shall be \$2 per day; where a lesser rate was charged as of September 1, 1949, that lesser rate shall prevail for the term of this agreement.

**Hourly wage rates** for certain classes: Mill operations—boomman, canter \$1.15 to \$1.23; cut-off saw, deckman, dogger, planer feeder, sawyer tailer \$1.10 to \$1.13; edgerman, tie packer \$1.13 to \$1.23; engineers \$1.18 to \$1.43; filer \$1.23 to \$1.53; first aid man \$1.13 or job rate plus 50 cents per day; gang saw helper, jackladder, labourer, planer tailer \$1.10; grader (lumber) \$1.18 to \$1.23; millwright, head \$1.28 to \$1.33, helper \$1.13; planerman set-up \$1.23 to \$1.33; truck drivers \$1.10 to \$1.18; boys (16-18 years) 82 cents increasing gradually until job rate is reached after 6 months. Bush operations—blacksmith \$1.05 to \$1.20 per month, cooks \$1.04 to \$2.28 per month; bullock, flunkie \$84 to \$1.04 per month (in addition, above monthly paid employees get board and 33 cents per hour); dumpman, barnboss, swamper and common bush labour \$1.10; cat chokerman, river driver \$1.13; decker scaler, chokerman \$1.18; scaler \$1.23; truck driver \$1.13 to \$1.33. Where only a single rate is quoted the employer may pay up to 5 cents per hour less for not more than 60 days. In most cases, the above rates represent an increase of 12½ cents per hour over the previous rates (11 cents in the case of boys).

Provision is made for *grievance procedure, seniority rights* and the maintenance of a *joint Accident Prevention Committee*.

**SOUTHERN INTERIOR DISTRICT (KAMLOOPS AND KELOWNA AREA), B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.**

Agreements to be in effect from September 1, 1950, to August 31, 1951, and thereafter from year to year, subject to 60 days' notice. The agreements are similar to those for the Cranbrook area for the same industries, summarized above, the only exception being the wage scale: while the rates are in most cases the same, where they do differ they are, with a few exceptions, slightly lower in the Kamloops and Kelowna area. The following are additional rates for this area: box factories—box cutoff \$1.10 to \$1.18; filer \$1.33 to \$1.43; head planerman \$1.18 to \$1.33; core sawyer, common labour, clipper operator, trucker \$1.10; planer feeder, splicer operator (hopper fed), barking machine operator \$1.10 to \$1.13; boys and females in box factory and veneer plant: woman inspector 87½ to 98 cents, all others from 76½ to 83, 85 or 87½ cents. The above rates are 11 cents (in the case of boys and females) or 12½ cents (in the case of males) higher than the previous rates.

**NORTHERN INTERIOR DISTRICT, B.C.—CERTAIN LOGGING FIRMS AND LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.**

Agreements to be in effect from September 1, 1950, to August 31, 1951, and thereafter from year to year, subject to 60 days' notice. The agreements are similar to those for the Cranbrook area for the same industries, summarized above, except for the wage scale and with the following addition:—

**Vacations with pay:** all employees with 5 or more years' continuous service (1,250 working days) will receive one week, or pay in lieu thereof, in addition to the period provided under the Annual Holiday Act.

**Hourly wage rates** for certain classes: boomman \$1.23; canter, carrier driver, lift truck operator \$1.28; cut-off saw, dry kiln operator, oiler, tallyman, trimmerman \$1.18; dogger, edger taylor \$1.13; deckman, common labourers, stenciler \$1.10; carpenter \$1.43; engineers \$1.23 to \$1.43; edgerman \$1.25 and \$1.35; filer, head \$1.70, second \$1.35; gang mill Sawyer, round log \$1.70, cant \$1.28; millwright, head \$1.48, helper \$1.15; fireman, unipiler \$1.15; welder, machinist, truck motor mechanic \$1.45. Logging—blacksmith \$1.30, bullcook, barnboss, cat helper, labourers and swamper \$1.10; cat choker-man \$1.30½; cat operators \$1.45 and \$1.55; dumpman, greaser, hookman \$1.18; hoist operator, river drivers, truck driver \$1.30; cooks \$203.20 to \$307.20 per month and board. The above hourly rates represent an increase, in most cases, of 12½ cents over the previous rates.

## **Manufacturing**

### **Vegetable Foods**

**MONCTON, N.B.—MARVEN'S LIMITED AND UNITED PACKINGHOUSE WORKERS OF AMERICA, LOCAL 302.**

Agreement to be in effect from April 1, 1951, to April 1, 1952, and during the period of negotiations for the renewal of the agreement.

**Union security:** all employees who at present are or who become members of the union must, as a condition of their employment, remain such members. However, between March 16, 1952, and April 1, 1952, any employee may resign from membership. All employees who are not union members must pay regular dues to the union.

**Check-off:** the company agrees to deduct monthly union dues and assessments from the pay of employees who so authorize and to remit same to the union.

**Hours:** for day shift—8 per day Monday through Friday, 4 on Saturday; for night shift—9 per night Monday through Thursday, 8 on Friday, a 44-hour week in either case. **Overtime:** time and one-half shall be paid for work in excess of above hours, double time for work on Sunday or the alternative day off and double time and one-half for work on 8 specified *paid holidays*. Stationary engineers may elect to receive double time and one-half for work on the holidays or to receive the regular rate and to be allowed a day off with pay.

**Rest periods:** employees will be granted 10-minute rest periods during the morning and afternoon shifts provided the shifts exceed 2½ hours.

**Weekly wage guarantee:** the company agrees to guarantee every employee, not otherwise excluded, in every work week of employment, 40 hours pay at regular rates, subject to certain specified provisions.

**Vacations with pay:** after one year's service one week, after 4 years' service 2 weeks and after 25 years' service 3 weeks.

**Wages:** the company agrees to grant to all employees, covered by this agreement, a wage increase of 6 cents per hour, the increase to be retroactive to October 12, 1950, for those on the payroll as of April 1, 1951.

**Escalator clause:** employees will be paid a cost-of-living bonus amounting to one cent per hour for each 1.3 point change in the Dominion Bureau of Statistics' cost-of-living index above 168.7 (index figure on Oct 12, 1950). The first adjustment (5 cents per hour) is to be made March 12, 1951, and is to be retroactive to October 12, 1950. Thereafter adjustments, both upward and downward, are to be made at 3 months intervals; however, in no event will a decline in the cost-of-living index below 168.7 provide the basis for a reduction in the cost-of-living allowance.

**Night shift differential:** employees will be paid a premium of 5 cents an hour for normally scheduled work performed between 7 p.m. and 7 a.m. This premium does not apply to stationary engineers nor to employees working on the day shift whose hours of work may extend into the premium period.

**Social security:** the company is prepared to discuss such matters as the Group Insurance, Sickness and Hospitalization Plan as well as the Pension Plan with employees or their representatives and will inform employees of the benefits accruing to them under these plans.

Provision is made for *grievance procedure* and *seniority rights*.

## **Wood Products**

**SOUTHERN INTERIOR AND NORTHERN INTERIOR DISTRICTS, B.C.—CERTAIN LUMBER AND OTHER WOOD PRODUCTS MANUFACTURERS AND INTERNATIONAL WOODWORKERS OF AMERICA.**

The agreements summarized above under "Logging" apply also to a number of companies engaged in the above operations.

## **Metal Products**

**ST. JOHN'S, Nfld.—CERTAIN INDIVIDUALS AND FIRMS ENGAGED IN THE AUTOMOBILE INDUSTRY AND THE INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA, LOCAL 855 (THE TRANSPORT AND OTHER WORKERS UNION).**

Agreement to be in effect from April 6, 1951, to April 5, 1952, and thereafter until superseded by a new agreement or amended by mutual consent of both parties.

**Hours:** 9 per day 5 days a week, 5 on Saturday, a 50-hour (previously 54-hour) week, except that tire servicemen, battery servicemen, lubricators and washers may be required to work 56 (previously 60) hours per week. If, in the opinion of the employer, business conditions warrant it the working week may be reduced to 44 hours



during the months November to February. *Overtime:* time and one-half for work between 6 p.m. and mid-night or, on Saturday between 1 p.m. and 6 p.m., double time thereafter and for work on 5 (previously 4) specified *paid holidays*, except that tire servicemen, battery servicemen, lubricators and washers shall be paid time and one-half for any work in excess of 56 hours per week. When a paid holiday occurs in any week Saturday may be worked at ordinary rates.

*Vacations with pay:* after one year's service one week, after 2 years' service  $1\frac{1}{2}$  weeks and after 3 years' service 2 weeks (previously one week after one year's service).

*Sick leave with pay* not exceeding a total of 6 working days in any 12 months' period shall be granted after one year's continuous service.

*Hourly wage rates:* assistant foreman \$1.25; mechanics, body repairmen, painters, welders, machinists—first class \$1.15 (previously \$1), second class \$1 (previously 85 or 90 cents), apprentices 35 cents with increases of  $6\frac{1}{2}$  cents (previously 30 cents with increases of 5 cents) per hour every 6 months until the second class mechanics' rate of \$1 is reached; tire servicemen, battery servicemen, lubricators and washers 60 to 80 cents (an increase of 10 cents).

*Seniority* shall prevail on a group occupational basis and shall be based on cumulative service; it shall apply in the event of a reduction of the working forces or the rehiring of employees following a layoff.

Provision is made for *grievance procedure* and the *health and safety* of employees.

HAMILTON, ONT.—THE WALLACE BARNES COMPANY LIMITED AND UNITED ELECTRICAL, RADIO AND MACHINE WORKERS OF AMERICA, LOCAL 520.

Agreement to be in effect from February 13, 1951, to February 12, 1952, and thereafter from year to year, subject to notice.

*Check-off:* the company will deduct initiation fees and monthly union dues from the pay of employees who so authorize and remit same to the union. The authorization may be revoked only within a 10-day period immediately prior to the anniversary date of the agreement.

*Hours:* 9 per day 5 days a week, a 45-hour week. *Overtime:* time and one-half for work in excess of 9 hours per day and for work on Saturdays and Sundays, except in the case of watchmen and engineers and where a night shift commences on Sunday night not earlier than 10 p.m., double time and one-half for work on 8 specified *paid holidays*.

*Rest and wash-up periods:* employees on the day shift will be given two 10-minute rest periods and two 5-minute wash-up periods each day. Employees on other than the regular day shift will be granted a 30-minute lunch period with pay in lieu of the paid rest and wash-up periods.

*Vacations with pay:* after 3 months' service one week, with pay equivalent to 2 per cent of the employees earnings during the preceding year, but exclusive of any vacation pay or any voluntary bonuses during that year; after 5 years' service 2 weeks and after 20 years' service 3 weeks with pay calculated on the same basis.

*Hourly wage rates* for certain classes: coilers \$1.14 to \$1.49, truckers \$1.14 to \$1.24, production machine maintenance \$1.39 to \$1.49, production tool maker \$1.29 to \$1.44, production worker \$1.19 to \$1.34; lathe spring winders, set-up testing equipment, hot wind operator, heat treat \$1.24 to \$1.44; bench press set-up, foot press set-up and operate \$1.29 to \$1.49; grinder \$1.14 to \$1.44, jappanning \$1.14 to \$1.34, blacksmith \$1.29 to \$1.39, fourslide machine operator \$1.19 to \$1.49, tool and die maker \$1.34 to \$1.74, machinist \$1.29 to \$1.64; welder, slitting \$1.19 to \$1.39; shipper, receiver and stores \$1.14 to \$1.39; tool crib attendant \$1.24 and \$1.29; tool room apprentices 94 cents with an increase of 5 cents every 6 months for 4 years. The policy of equal pay for equal work will be continued.

A *night shift premium* of 8 cents per hour will be paid employees engaged on shifts other than the regular day shift.

*Seniority* shall be determined by the length of service with the company and shall prevail on a plant wide occupational classification basis; it shall govern with respect to lay-offs, transfers, re-hiring, promotions and vacations.

Provision is made for *grievance procedure* and a *group insurance plan*.

### **Non-metallic Minerals and Chemicals**

SHAWINIGAN FALLS, P.Q.—CANADIAN RESINS AND CHEMICALS LIMITED, AND LE SYNDICAT NATIONAL DES TRAVAILLEURS EN PLASTIQUE DE SHAWINIGAN FALLS INC. (CCCL).

Agreement to be in effect from February 26, 1951, to February 25, 1952, and thereafter from year to year, subject to notice.

*Check-off:* the company agrees to deduct union dues from the pay of all employees who so authorize and to remit same to the union; the authorization may be cancelled at any time.

*Hours:* 8 per day, 44 (previously 48) per week or 88 per 2-week period. In the case of shift workers and other groups, variable number of daily and weekly hours may be scheduled as found to be appropriate, subject to revocation by the union. *Overtime:* time and one-half shall be paid for work in excess of 8 hours per day (except when due to a shift change over) or 44 per week, or 88 per 2-week period, and for work on 9 specified holidays, 6 of which are *paid holidays*, except in the case of shift workers on continuous operations scheduled to work on any of the 9 holidays who shall be paid straight time for such work.

*Vacations with pay:* after one year's service one week, after 3 years' service 2 weeks; employees with less than one year's service will be granted  $\frac{1}{2}$  day for each completed month's service.

*Hourly wage rates* (the first rate or range in each case to be effective as of February 26 and the second as of May 1, 1951): tradesmen, senior \$1.35 and \$1.46, 1st class \$1.30 and \$1.40, 2nd class \$1.24 and \$1.34, 3rd class \$1.19 and \$1.29, helper \$1.13 and \$1.22; operators \$1.06 to \$1.28 and \$1.14 to \$1.38; laboratory technician \$1.24 to \$1.28 and \$1.34 to \$1.38; laboratory assistants \$1.09 to \$1.20 and \$1.18 to \$1.30, helper \$1.06 and \$1.14; stationary engineers, 3rd class \$1.24 and \$1.34, 4th class \$1.19 and \$1.29; records clerks \$1.13 to \$1.24 and



\$1.22 to \$1.34; storemen \$1.10 to \$1.21 and \$1.19 to \$1.31, helper \$1.06 and \$1.14; warehousemen \$1.18 and \$1.27; truck driver \$1.17 and \$1.26, helper \$1.14 and \$1.23; checker \$1.14 and \$1.23, oiler \$1.13 and \$1.22, packer \$1.11 and \$1.20, loader \$1.09 and \$1.18, janitor \$1.08 and \$1.17, labourer \$1.06 and \$1.14. The above rates for the period February 26 to April 30, 1951, are 11 cents per hour higher than the previous rates.

**Escalator clause:** during the term of the agreement employees will be paid a cost-of-living allowance equivalent to 1 cent per hour for each 1.1 point rise in the cost-of-living index from the index figure on February 1, 1951. The adjustment is to be made every 3 months provided, however, that the allowance shall not exceed 6 cents per hour.

**Shift differentials:** rotation shift workers will receive a shift premium of 3 cents per hour worked on the second and of 5 cents per hour worked on the third shift. Employees locked on the 2nd and 3rd shifts shall receive a locked shift premium of 3 cents per hour on the 2nd and of 5 cents per hour on the 3rd shift. Employees locked on the 2nd shift shall be paid a premium of 5 cents per hour and those locked on the 3rd shift of 8 cents per hour.

**Seniority:** the principle of seniority, subject to the company's opinion of any employees' qualifications to perform the work, shall apply in cases of promotion, transfer, demotion, lay-off and recall. When it becomes necessary to curtail work and/or reduce the working forces, the company may eliminate or reduce overtime, shift or transfer employees from one division to another, reduce and/or change the working hours for the plant or the affected departments or lay off employees.

Provision is made for *grievance procedure* and the *safety and health* of employees.

## Construction

WINNIPEG, MAN.—ASSOCIATION OF PAINTING AND DECORATING CONTRACTORS AND THE BROTHERHOOD OF PAINTERS, DECORATORS AND PAPERHANGERS OF AMERICA, LOCAL 739.

Agreement to be in effect from May 1, 1951, to April 30, 1952. Both parties agree to meet during the month of January prior to the expiration date of this agreement to consider any proposed changes or amendments. The employers agree to give preference of employment to union members. Wherever possible members of the local union shall work only for the employers signatory to this agreement as long as employment is available.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for the first 4 hours of work in excess of 8 hours on any of the above days and for work between 8 a.m. and 5 p.m. on Saturdays, double time thereafter and work on Sundays and on 8 specified holidays. No work shall be performed on Labour Day. Where 2 shifts are employed, the second shift is to be worked 7½ hours with 8 hours' pay.

**Minimum hourly wage rates:** \$1.35; for spray painters and men working on a swing stage \$1.45; commencing September 1, 1951, the above rates shall be increased by 5 cents. Effective May 1, 1952, the normal

rate of wages shall be \$1.45, plus one cent per hour for every full point rise in the cost-of-living index over 175.2 (the figure as at March 1, 1951). "The full amount shall be computed with the cost-of-living Index figure as issued by the Dominion Government Bureau of Statistics on March 1, 1952."

**Out-of-town work:** for work performed beyond the city limits the employer shall either provide transportation or time spent travelling beyond the limits of a city car or bus fare shall be considered equivalent to being on the job. If workers are sent out of town, travelling time (8 hours for each day), board and lodging are to be paid by the employer.

Apprentices and the hiring of same shall be in accordance with the Manitoba Provincial Government Apprenticeship Act.

Provision is made for *grievance procedure*.

WINNIPEG, MAN.—GENERAL CONTRACTORS' SECTION OF THE WINNIPEG BUILDERS EXCHANGE AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 343.

Agreement to be in effect from May 1, 1951, to April 30, 1952. The employers shall give preference in hiring to members of the union, so long as competent men are available.

**Hours:** 8 per day Monday through Friday, a 40-hour week. Under certain conditions, employees may perform essential work on Saturday forenoon at straight time. **Overtime:** time and one-half for the first 4 hours worked in excess of 8 hours Monday through Friday, double time thereafter and for work performed on Sundays and on 6 specified holidays. No work shall be done on Labour Day. Where more than one shift is employed or on special work the regular hours of work may be changed so long as they do not exceed 8 per day. Employees on the second shift will be paid 8 hours' pay for 7½ hours' work.

**Wages:** journeymen shall be paid \$1.65 per hour; a foreman in charge of 3 or more journeymen shall receive not less than 15 cents per hour over the journeymen's rate.

**Transportation:** men hired in Winnipeg and sent to jobs out of town shall have their transportation to and from the job paid. Time spent travelling shall be paid for at the regular rate, 8 hours for each day; board and lodging are to be paid by the employer. On jobs outside the city carfare zone transportation is to be provided or travelling time to be allowed to and from the job.

Provision is made for *grievance procedure*.

SASKATOON, SASK.—THE SASKATOON BUILDING CONTRACTORS AND THE UNITED BROTHERHOOD OF CARPENTERS AND JOINERS OF AMERICA, LOCAL 1805.

Agreement to be in effect from April 1, 1951, to March 31, 1952, and thereafter from year to year, subject to notice.

**Union security:** every employee who is now or hereafter becomes a member of the union shall maintain his membership as a condition of employment. New employees must join the union within 30 days of the commencement of their employment. The employers agree to employ union members on all jobs so long as they are available.

**Hours:** 8 per day Monday through Friday, a 40-hour week. **Overtime:** time and one-half for the first 4 hours after 8 hours of work and for work on Saturday mornings; double time thereafter and for work on Sundays and on holidays observed in accordance with the Provincial Government Minimum Wage Board Order No. 1 (1949). Shift work shall be allowed only when there is a regular shift working. In the case of such shifts being worked 3 or more consecutive nights, the rate of pay shall be one and one-seventh the normal rate. Where one or two nights only are worked, the rate shall be time and one-half.

**Vacation with pay** shall be as provided in the Annual Holiday Act of the Province of Saskatchewan.

**Wages:** effective April 6, 1951, the minimum hourly wage rate shall be \$1.55 (previously \$1.42); carpenters in charge of work shall be paid not less than \$1.68.

**Out-of-town work:** on jobs away from home where a carpenter is hired at home, transportation charges, including meal and sleeper, are to be provided by the employer; after 90 days or at the termination of employment, whichever comes first, the latter must also provide return transportation, except where a man is discharged for just cause. Travelling time on working days only is to be paid for at the rate of 8 hours in each 24, provided that no travelling time shall be claimed if working time is not actually lost.

**Apprentices** shall be employed in accordance with the provisions of the Saskatchewan Apprenticeship Act. All apprentices shall be members of the union.

## Transportation and Public Utilities

### Local and Highway Transport

HAMILTON, ONT.—CANADA COACH LINES LIMITED AND AMALGAMATED ASSOCIATION OF STREET ELECTRIC RAILWAY AND MOTOR COACH EMPLOYEES OF AMERICA, LOCAL 1454.

Agreement to be in effect from April 1, 1951, to December 31, 1951.

**Union security:** all employees who at the date of this agreement are members in good standing of the union shall, as a condition of employment, be required to remain such members during the lifetime of the agreement.

**Check-off:** the company agrees to deduct monthly union dues from the pay of all union members and of all new employees after 60 days of their employment and to remit same to the union.

**Hours and overtime:** for operators—5 days a week with overtime at time and one-half for all driving time in excess of 8½ hours per day (except where such overtime is due to breakdown of equipment or any other cause beyond the control of the company), time and one-quarter for work on Sunday and time and one-half for work on 8 specified holidays. Regular and special crew runs for which there are regular sign ups will pay a crew value equivalent to at least 8 hours at the driving rate, plus a 15-

minute reporting time allowance. Spare operators are guaranteed an amount equivalent to 6 hours' pay at the driving rate each regular work day and a minimum amount for each regular pay period worked equal to the equivalent of 70 hours pay at the driving rate per pay period of 5 days per week. For maintenance employees—8 hours per day 5 days a week, a 40-hour week with overtime at time and one-half for work in excess of above hours, for work on an employees regular off-day and on 4 specified holidays; time and one-quarter will be paid for work on Sunday (no extra payment for overtime), except when Sunday is the regular off-day and double time for work on 4 specified paid holidays.

**Vacations with pay:** one week in accordance with the Hours of Work and Vacations with Pay Act, 1944, as amended; after 3 years' continuous employment employees will be granted an additional week and after 12 years' continuous employment a third week.

**Hourly wage rates: operators**—first 3 months \$1.27, 3 to 12 months \$1.29½, after 12 months \$1.32; one-half the above driving rate shall be paid for layover time; operators in training who are subsequently hired shall be entitled to \$3 per day for the period of training. Maintenance employees (first 6 months, second 6 months and after one year, respectively)—group 1 \$1.05, \$1.10 and \$1.15, group 2 \$1.09, \$1.14 and \$1.19, group 3 \$1.13, \$1.18 and \$1.23, group 4 \$1.17, \$1.22 and \$1.27, group 5 \$1.22, \$1.27 and \$1.32, group 6 \$1.28, \$1.33 and \$1.38, group 7 \$1.34, \$1.39 and \$1.44. Ticket clerks (monthly)—first year \$176, second year \$200, thereafter \$230.

Drivers' rates and conditions are to be effective from April 28, 1951, maintenance employees' rates and conditions from March 31, 1951 and the monthly rates for ticket clerks from April 1, 1951.

All employees with over 3 years' service will be granted an annual pass. Employees with less than 3 years' service will be granted an annual pass for commuting only between their home and their place of work and a reasonable number of trip passes. Employees' children attending school will be granted a commutation pass between their home and school.

The company agrees to keep all operators outfitted with uniforms, caps, shirts, ties, overcoats and raincoats as required.

**Seniority:** there shall be a property wide seniority list and also separate seniority lists for each operating division and for each shop. In the case of transfers, promotions, demotions, lay-offs and re-hirings divisional seniority shall apply. All regular and special crew runs shall be thrown open for bid at least 3 times each year and as often in addition thereto as the company deems it necessary. Operators may sign up for these runs on the basis of their divisional seniority.

Provision is made for grievance procedure.

# Collective Agreement Act, Quebec

Recent proceedings under the Collective Agreement Act, Quebec,\* include the extension of one new agreement, one first agreement, and the amendment of nine others. In addition to those summarized below, they include: the amendment of the agreements for barbers and hairdressers at Three Rivers, for clockmaking and jewellery trades in some eastern counties of the province and for retail stores at Mégantic published in the *Quebec Official Gazette* issue of April 28.

Requests for amendments to the agreements for garages and service stations at Rimouski, for dairy employees at Quebec and Lévis, for barbers and hairdressers at Quebec and at St. John and Iberville, and for the building trades at Chicoutimi were gazetted April 28; for the building trades at Montreal and for the paint manufacturing industry in the province in the issue of May 5. A request for a new agreement for retail stores at Asbestos and a request for the amendment of the agreement for the retail food trade at Quebec were gazetted May 12. A request for a new agreement for the uncorrugated paper box industry at Quebec and requests for the amendment of the agreements for the building trades and for the food products manufacturing and wholesale trade at Quebec were gazetted May 19.

Orders in Council were also published approving by-laws of certain joint committees and others approving the levy of assessments on the parties to certain agreements.

## Manufacturing

### Textiles and Clothing

#### MEN'S AND BOYS' CLOTHING INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated May 2, and gazetted May 12, amends the previous Orders in Council for this industry (L.G., Aug., 1947, p. 1174; Sept., p. 1306; Oct., p. 1474; April, 1949, p. 450; June, p. 735; Nov., 1950, p. 1903; June, 1951, p. 827, and previous issues).

*Industrial jurisdiction:* this agreement does not apply to the manufacture of combination overalls and cotton uniforms made of duck, drill or moleskin, except for contracts given out by the Federal Government or any one of its agents which shall be subject to the terms of this agreement from September 1, 1951, only.

### Pulp, Paper and Paper Products

#### CORRUGATED PAPER BOX INDUSTRY, PROVINCE OF QUEBEC.

An Order in Council, dated April 26, and gazetted May 5, amends the previous Orders in Council for this industry (L.G., March,

1947, p. 260; Aug., 1948, p. 871; Aug., 1949, p. 987; Dec., p. 1558; Feb., 1950, p. 209; June, p. 873, and previous issues). Another amendment to this agreement was gazetted August 19, 1950, page 2123.

*Minimum hourly wage rates in zone I* are increased in the present amendment by  $\frac{1}{2}$  cent to 8 $\frac{1}{2}$  cents per hour for male employees and from 1 to 6 cents per hour for female employees. The minimum average wage for male employees is increased by 3 $\frac{1}{2}$  cents to 78 cents per hour, for female employees by 2 $\frac{1}{2}$  cents to 53 cents per hour, for all employees by 7 cents to 70 cents per hour. Rates for shipper 85 $\frac{1}{2}$  cents and hand taper operator (female) 54 cents per hour are unchanged. In addition, the following classifications are added: semi-automatic taper female operator 56 cents, female tailer and inspector 51 cents per hour; machines not otherwise classified—operator (male) 74 cents, (female) 52 cents, feeder (male) 65 cents, (female) 50 cents per hour; driver helper 78 cents per hour. As previously in effect the minimum average and hourly rates of zone II shall be 5 cents per hour less than those rates for zone I.

The present scale of minimum rates is revised in so far as certain operations which formerly included both male and female employees are now confined to either male or female workers only.

## Metal Products

#### SHEET METAL MANUFACTURING, MONTREAL.

An Order in Council, dated April 26, and gazetted May 5, makes obligatory the terms of a new agreement between The Builders' Exchange Inc., Sheet Metal Fabricating Section and The Sheet Metal Workers International Association, Local No. 116. Agreement to be in effect from May 5, 1951, for a period of one year without reopening.

This agreement is similar to the one previously in effect (L.G., Aug., 1950, p. 1185) with the following exceptions:—

*Hours* are reduced from 9 to 8 $\frac{1}{2}$  per day and from 45 to 42 $\frac{1}{2}$  per week.

*Overtime* is payable at time and one-half for all time worked in excess of 8 $\frac{1}{2}$  hours

\* In Quebec, the Collective Agreement Act provides that where a collective agreement has been entered into by an organization of employees and one or more employers or associations of employers, either side may apply to the Provincial Minister of Labour to have the terms of the agreement which concern wages, hours of labour, apprenticeship, and certain other conditions made binding throughout the province or within a certain district on all employers and employees in the trade or industry covered by the agreement. Notice of such application is published and 30 days are allowed for the filing of objections, after which an Order in Council may be passed granting the application, with or without changes as considered advisable by the Minister. The Order in Council may be amended or revoked in the same manner. Each agreement is administered and enforced by a joint committee of the parties. References to the summary of this Act and to amendments to it are given in the *LABOUR GAZETTE*, January, 1949, page 65. Proceedings under this Act and earlier legislation have been noted in the *LABOUR GAZETTE* monthly since June, 1934.



per day instead of 9 hours as previously and for work on Saturdays; double time on Sundays and specified statutory holidays.

*Minimum hourly wage rates* are increased by 10 to 13 cents per hour and rates for certain classifications are now as follows:—sheet metal mechanic \$1.39; welders class "A", toolmakers \$1.46; buffer and polisher class "A" \$1.28; machinist, assembler and specialist \$1.22; machinist mechanic \$1.41; painter \$1.32, spray painter \$1.16; blacksmith \$1.34; production welders from 98 cents per hour in first 6 months to \$1.15 in fourth 6 months (then they are eligible for class "C" at \$1.22 per hour, if they qualify); machine operator \$1.15; production workers, truck driver, stock and storekeeper, warehouseman \$1 per hour; helpers 95 cents per hour. Apprentice sheet metal mechanics from 50 per cent of journeyman's rate in first year to 85 per cent in fourth year. Night shift differential 5 cents per hour extra.

#### **GASOLINE AND SERVICE STATION EMPLOYEES, CHICOUTIMI.**

An Order in Council, dated May 2, and gazetted May 12, makes obligatory the terms of a first agreement between "L'Association des Vendeurs détaillants de Gazoline des Comtés de Chicoutimi, Lac St-Jean et Roberval" and "L'Association des Employés des Vendeurs détaillants de Gazoline des Comtés de Chicoutimi, Lac St-Jean et Roberval". Agreement to be in effect from May 12, 1951, to May 11, 1952, thereafter from year to year, subject to notice.

This agreement shall apply to any work generally done on motor vehicles in service or gasoline stations but shall not apply to authorized automobile salesmen already governed by a private collective labour agreement.

*Territorial jurisdiction* comprises the cities of Chicoutimi and Arvida, the towns of Jonquière, Kenogami, Bagotville, Port Alfred and Chicoutimi Nord, to the municipality of St-Alexis-de-la-Grande-Baie, and within a radius of 5 miles from their limits.

*Hours:* 64 per week. On 6 specified holidays and Sundays (no civic holiday recognized) work shall be performed only between 10 a.m. and 12 noon and from 5 p.m. to 7 p.m. and such work shall comprise only the sale of gasoline and motor oil as well as tire repairs; all other work is prohibited.

*Overtime* is payable at time and one-half for work performed in excess of regular hours with the exception of one-half hour which may be worked without compensation in order to complete work on motor vehicles which were in the station or on the grounds before the expiration of working hours if the owners of such vehicles have asked to be served before leaving, should such work exceed one-half hour employees are entitled to remuneration for the entire overtime at time and one-half. Double time is not payable irrespective of the number of hours worked in a week.

*Minimum weekly wage rates:* general service men—first 6 months (beginner) \$20.70, after 6 months \$27, after 18 months \$30, after 30 months \$36. Establishments with 4 or more regular employees shall include a foreman at \$40 per week.

*Vacation:* one week with pay at regular rate after one year of continuous service

with the same employer; 10 days after 3 years; 15 days of vacation with pay (2 weeks) after 5 years of service. Employers may replace the vacation by a compensatory indemnity, with the employee's consent, equal to the remuneration to which the employee is entitled.

## **Construction**

#### **BUILDING TRADES, COUNTIES OF DRUMMOND, ARTHABASKA AND NICOLET.**

An Order in Council, dated May 2, and gazetted May 12, amends the previous Orders in Council for this industry (L.G., Aug., 1948, p. 872; May, 1949, p. 605; July, 1950, p. 1053; Nov., p. 1904) by providing for the addition of the United Brotherhood of Carpenters and Joiners of America, Local 2457, as co-contracting party of the second part.

#### **BUILDING TRADES, QUEBEC.**

An Order in Council, dated May 2, and gazetted May 12, amends the previous Orders in Council for this industry (L.G., Dec., 1947, p. 1803; July, 1948, p. 741, Nov., p. 1247; Aug., 1949, p. 988, Sept., p. 1115, Oct., p. 1247; July, 1950, p. 1052, Sept., p. 1679). This amendment to be in effect from May 1, 1951.

*Minimum wage rates* for hourly rated building trades workers in all 4 zones, with the exception of those workers engaged in the structural iron industry, steam generation mechanics and construction boiler-makers, are increased by 10 cents per hour; weekly rates for permanent employees (maintenance workers) are increased by \$4.80 per week in zones I, II, III and IV.

#### **BUILDING TRADES, ST. JOHN AND IBERVILLE.**

An Order in Council, dated April 26, and gazetted May 5, amends the previous Orders in Council for this industry (L.G., April, 1947, p. 544; Jan.-Feb., 1948, p. 51, June, p. 621, Nov., p. 1247, Dec., p. 1241; July, 1950, p. 1053, Nov., p. 1905). Amendment to be in effect from May 5, 1951, to April 30, 1952, and thereafter from year to year, subject to notice.

*Minimum hourly wage rates* are increased by 15 cents per hour with the exception of those workers engaged on structural steel operations, steam generation mechanics and boiler-makers. Weekly rate for material checker and timekeeper is increased from \$35 to \$42 per week.

*Vacation:* employees continuously in the service of one employer during the vacation-with-pay period (May 1 of one year to April 30 of next) are entitled to 7 consecutive days of vacation. The employer must, at the end of each pay period, affix in his employee's vacation-with-pay stamp book, stamps in an amount equal to 2 per cent of the gross amount of such pay. These stamps are redeemable from the Minimum Wage Commission after April 30 each year. (Provision governing vacations is a new one.)

## **Service**

#### **Business and Personal**

#### **TAVERN EMPLOYEES, QUEBEC.**

An Order in Council, dated April 19, and gazetted April 28, amends the previous

Orders in Council for this industry (L.G., Dec., 1946, p. 1774; Nov., 1948, p. 1249; April, 1950, p. 518, and previous issues). This amendment to be in effect from January 1, 1951, until December 1, 1951, and thereafter from year to year, subject to notice.

*Hours* are reduced from 56 to 54 per week.

*Minimum wage rates:* employees paid by the week—barman \$37; assistant barman \$34; waiter \$29; apprentice or beginner \$22; employees paid by the hour—barman 74 cents, assistant barman 66 cents; waiter 57 cents; apprentice or beginner 45 cents. (The

above rates represent an increase of \$2 per week for weekly rated employees and from 5 cents to 9 cents per hour for hourly rated employees.) Occasional employees will be paid a minimum rate of 5 cents per hour less than the minimum hourly rate established for the regular employee of the same classification. (Previously a minimum rate of 45 cents per hour was in effect.)

The provision governing *guaranteed weekly wage* to hourly rated regular employees (wages for 50 hours of work) is similar to that previously in effect.

## FAIR WAGES CONDITIONS IN DOMINION GOVERNMENT CONTRACTS

The Fair Wages Policy of the Dominion Government has the purpose of ensuring that all government contracts contain provisions to secure the payment of wages generally accepted as current in each trade for competent workmen in the district where the work is carried out.

There are two sets of conditions applicable to government contracts, those which apply to building and construction work, and those which apply to contracts for the manufacture of various classes of government supplies and equipment.

The practice of the different departments of the Government, before entering into contracts in the first group, is to obtain from the Department of Labour schedules setting forth the current wage rates for the different classifications of workmen required in the execution of the work. These schedules, known as fair wages schedules, are thereupon included by the department concerned in the terms of the contract.

Fair wages schedules are not issued in respect of contracts for supplies and equipment. Contracts in this group are awarded in accordance with a policy which provides that wage rates must equal those current in the district.

A more detailed account of the Dominion Government's Fair Wages Policy is given in the *LABOUR GAZETTE* for July, 1946, p. 932.

### Schedules Prepared and Contracts Awarded During April

#### (1) *Works of Construction, Remodelling, Repair or Demolition.*

During the month of April the Department of Labour prepared 156 fair wages schedules for inclusion in building and construction contracts proposed to be undertaken by various departments of the Government of Canada in different parts of the Dominion.

During the same period a total of 115 construction contracts was awarded by the various Government departments. Particulars of these contracts appear below.

Copies of the relevant wages schedules are available to trade unions or other *bona fide* interested parties, on request.

The labour conditions of each of the contracts listed under this heading, besides stipulating working hours of not more than eight per day and forty-four per week provide that "where, by provincial legislation, or by agreement or current practice, the working hours of any class of workers are less than forty-four per week, such lesser hours shall not be exceeded on this work except in cases of emergency as may be approved by the Minister of Labour and then only subject to the payment of overtime rates as specified by the Minister of Labour", and also specify that the rates of wages set out therein are "*minimum rates only*" and that "nothing herein contained shall be considered as exempting contractors and subcontractors from the payment of higher rates in any instance where, during the continuance of the work such higher rates are fixed by provincial legislation, by agreements between employers and employees in the district or by changes in prevailing rates".

#### (2) *Contracts for the Manufacture of Supplies and Equipment.*

Contracts for supplies and equipment were awarded as follows, under the policy that wage rates must equal those current in the district:—

Department	No. of contracts	Aggregate amount
Agriculture. . . . .	3	\$ 145,952.68
Canadian Commercial Corporation. . . . .	10,256	41,397,475.53
Post Office. . . . .	11	56,973.73



### (3) *Arrears of Wages.*

During the month of April the sum of \$495.73 was collected from one employer who had failed to pay the wages required by the labour conditions attached to his contract. This amount was distributed by the Department to the 25 employees concerned.

### **Contracts Containing Fair Wages Schedules Awarded During April**

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of 8 per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

#### **Department of Agriculture**

*Pemberton B C:* G W Ledingham & Co Ltd, construction of a rockfill crib dam, dykes, and other improvements to Lillooet River Channel.

#### **Canadian Commercial Corporation**

*Lachine P Q:* Laurentide Engineering Industries Ltd, renovation of domestic water supply lines in various bldgs, RCAF Station. *Centralia Ont:* Sterling Construction Co Ltd, construction of a butcher shop, RCAF Station; Towland Construction Co Ltd, repairs to parade square, RCAF Station. *Winnipeg Man:* Commonwealth Construction Co Ltd, hangar apron & drainage repairs, RCAF Station. *Fort Nelson B C:* C J Brownfield, exterior covering & painting of various bldgs, RCAF Station.

#### **Central Mortgage and Housing Corporation**

*Summerside P E I:* Eastern Woodworkers Ltd, elimination of deficiencies. *Halifax N S:* Bryant Electric Co Ltd,\* installation of electric services & fixtures. *Tuft's Cove N S:* Trynor Construction Co Ltd,\* supply fill for railway siding. *Saint John N B:* George Mabee,\* spreading of gravel; George Mabee,\* spreading of gravel. *Barriefield Ont:* McGinnis & O'Connor Ltd,\* supply earth fill; McGinnis & O'Connor Ltd,\* supply earth fill. *Camp Borden Ont:* R. F. Booth Construction Co, completion of deficiencies. *Centralia Ont:* W. S. Fullerton Construction Co,\* connecting houses to sewers; W S Fullerton Construction Co,\* supply standby pump. *Deep River Ont:* M Sullivan & Son Ltd, construction of a church bldg. *Exeter Ont:* G Lawsen,\* exterior painting of houses. *Guelph Ont:* E P A Construction Co Ltd,\* installation of doors. *Hamilton Ont:* Albert Loiselle & Fils Enrg, installation of permanent improvements; John St Clair Painting & Decorating Co, exterior painting 317 houses; Bryers Construction Co Ltd, installation of permanent improvements. *London Ont:* Gregory & Marks, exterior painting of houses. *Long Branch Ont:* Josephat Loiselle & Fils, installation of permanent improve-

ments. *Merritton Ont:* Josephat Loiselle & Fils, installation of permanent improvements. *Midland Ont:* Wm Lalonde,\* exterior painting of houses. *Oshawa Ont:* Heych & Carlile,\* painting 55 houses. *Ottawa Ont:* Edgar Milot Inc, interior re-decoration—200 suites—Strathcona Heights. *Perth Ont:* J W Havelin,\* exterior painting 50 houses. *St Catharines Ont:* John St Clair Painting & Decorating Co, exterior painting 102 houses; John Green, installation of permanent improvements. *Sarnia Ont:* Tripp Contracting Co,\* exterior painting of houses. *Stratford Ont:* D Fox,\* exterior painting of houses. *Tilbury & Wheatley Ont:* L See & D H Burke,\* exterior painting 50 houses. *Windsor Ont:* National Painting & Decorating Co, exterior painting 343 houses; Albert Loiselle & Fils Enrg, installation of permanent improvements; Bruce DeSanti Contracting Co,\* elimination of deficiencies. *Woodstock Ont:* G Condon States,\* repair of fire damage. *Penetang Ont:* Wm Lalonde,\* exterior painting of houses. *Moose Jaw Sask:* Moose Jaw Painting & Decorating Co,\* exterior painting 49 houses. *Regina Sask:* Yarnnton Decorating Co Ltd, exterior painting of houses. *Saskatoon Sask:* H Wells,\* exterior painting of houses. *Lethbridge Alta:* Wm Sigalet & Co Ltd,\* painting 100 units. *Redcliff & Medicine Hat Alta:* J H Back,\* maintenance painting of wartime houses. *Trail B C:* E Obal,\* re-gumming of shingles. *Vancouver B C:* McKinnon Contracting Co Ltd, construction of concrete retaining walls; Biltmore Construction Co,\* construction of house side-walks & steps; Monarch Construction Co Ltd,\* maintenance of roads, lanes, drains; Rosehall Nurseries Ltd,\* landscaping of houses; City Construction Co Ltd, asphaltic concrete paving of streets & concrete curb & gutters.

#### **Defence Construction Limited**

*Goose Bay Labrador:* Terminal Construction Ltd, construction of VHF/DF bldg, supply bldg, & CE bldg. *Dartmouth N S:* E G M Cape & Co, construction of permanent barrack block; United Steel Corp Ltd, installation of coal handling equipment. *Central Heating Plant. Chatham N B:* Maritime Steel Foundries, erection of structural steel for officers' mess; Canadian Fairbanks Morse Co Ltd,\* drilling of well. *Bagotville P Q:* Eastern Canada Steel & Iron Works, erection of structural steel in barracks, mess & firehall; Plourde & Desbiens, construction of sewage treatment plant & outfall sewer. *St Hubert P Q:* Desourdy Construction Ltd, construction of standard combined mess; Lord & Cie Ltee, erection of structural steel. *Centralia Ont:* W C Brennan Contracting Co, construction of officers' quarters. *Clinton Ont:* Gordon M Ritchie & Co, cubicing of two 304 man barrack blocks; R Timms Construction & Engineering Ltd, construction of 8 bldgs. *Leitrim Ont:* Ottawa Plumbing & Heating Co Ltd, completion of heating system. *London Ont:* International Water Supply Ltd,\* installation of water supply system & well drilling. *Long Branch Ont:* Leonard & Sons, construction of 2 steam generating units & RCEME workshop. *North Bay Ont:* Sarnia Bridge Co Ltd, erection of structural steel for guard house, mess & quarters; Sterling Construction Co Ltd, construction of two 160' span concrete arch hangars; Sterling Construction Co Ltd, con-



struction of 12 bldgs. *Ottawa Ont*: Armeo Drainage & Metal Products of Canada, construction of armco steeloxt bldgs & centre connection wing. *MacDonald Man*: Pearson Construction Co Ltd, construction of VHF/DF bldg, cannon stop butt, supply bldg, storage & accommodation facilities. *Portage La Prairie Man*: Malcolm Construction Co Ltd, construction of VHF/DF bldg, supply bldg, CE bldg, officers' quarters & NCO quarters. *Moose Jaw Sask*: Vulcan Iron & Engineering Ltd, erection of structural steel for mess & barrack block. *Saskatoon Sask*: Dominion Bridge Co Ltd, erection of structural steel for mess & barrack block. *Penhold Alta*: Dominion Bridge Co Ltd, erection of structural steel for fire hall, mess & quarters; Alexander Construction Co Ltd, construction of 12 bldgs. *Ralston Alta*: Burns & Dutton Concrete & Construction Co Ltd, alterations to "C" and "D" quarters. *Wainwright Alta*: W C Wells Construction Co Ltd, construction of 25 bldgs. *Sea Island B C*: Hart Bros Construction Ltd, construction of bulk gasoline storage.

### **National Harbours Board**

*Halifax Harbour N S*: The Canada Gunite Co Ltd, reconditioning of concrete piles at Pier 2. *Montreal Harbour P Q*: Charles Duranceau Ltd, construction of shed 14 extension, Jacques Cartier Pier.

### **Department of Public Works**

*Glace Bay N S*: J W Stephens Ltd, repairs & improvements to public bldg. *Halifax N S*: Standard Construction Co Ltd, alterations, Knights of Columbus bldg; Bryant Electric Co Ltd, improved lighting on 7th floor, Federal bldg. *Pictou N S*: Pictou Foundry & Machine Co Ltd,\* repairs to dredge "PWD #12". *Point Tupper N S*: Port Hawkesbury Marine Railway Co Ltd,\* renewal & repairs to dredge "PWD #115". *Sydney N S*: North Sydney Marine Railway Co Ltd, repairs to tug "Canso". *St Andrews N B*: Fowlers Paving Ltd, construction of a retaining wall, road & grading, Atlantic Biological Station. *Hospital Bay P Q*: North Shore Construction Co Ltd, construction of fishing harbour. *Lennoxville P Q*: J M Jeanson Ltee, construction of office & laboratory bldg, Dominion Experimental Farm. *Papineauville (Pentecost Bay) P Q*: Dominion Bridge Co Ltd, con-

struction of a bridge over canal; Lucien Lavoie,\* dredging. *Princeville P Q*: A Pratte Inc, erection of public bldg. *Ste Anne de la Pocatiere P Q*: Laurent Giroux, construction of a science service laboratory. *Sept Iles P Q*: J P Porter Co Ltd, construction of wharf. *Fort William Ont*: Peterson Electric Co Ltd, installation of fluorescent lighting system, 2nd & 3rd floors, Customs bldg. *Ottawa Ont*: L Gendron & Fils, alterations to heating system, Langevin Block; Fred A Wilson Contracting Co Ltd, re-lighting of certain areas, Victoria Memorial Museum; Fred A Wilson Contracting Co Ltd, new lighting in corridors, Parliament Bldgs (Centre Block); A Lanctot Construction Co, interior alterations to Mortimer Bldg; Turnbull Elevator Co Ltd, installation of electric service elevator, replacing existing freight elevator, Langevin Block; J E Copeland & Co Ltd, alterations & improvements to 1st & 2nd floors, No. 8 temporary bldg; A Amyot & Fils, alterations to 4th floor, Bldg "C", Cartier Square; A Lanctot Construction Co, alterations of partitions, etc, in corridors "B" "C" "D", No. 8 temporary bldg. *Prescott Ont*: H J McFarland Construction Co Ltd, wharf improvements. *Salmon Point Ont*: H J McFarland Co Ltd,\* dredging. *Silver Islet Ont*: Hacquoil's, construction of a wharf. *Walkerville Ont*: Luigi De Apollonia, alterations & improvements, public bldg. *Morden Man*: Brooklands Construction Co, additions & alterations to office bldg, Dominion Experimental Station. *Saskatoon Sask*: Beaton & Brady, installation of steam boilers, Federal bldg. *Calgary Alta*: Dave M Wyatt, alterations for new elevator, Northern Electric Bldg. *Comox B C*: Pacific Piledriving Co Ltd, boat harbour. *Penticton B C*: C J Oliver Ltd, addition & alterations to public bldg. *Vancouver B C*: Western Bridge & Steel Fabricators Ltd,\* construction of one 54' steel hull for Athabaska Sandpump "PWD # 252".

### **Department of Transport**

*Gander Nfld*: Concrete Products (Nfld) Ltd, additional airport development. *Amherst Island, Magdalen Islands P Q*: Augustin Cormier, erection of a dwelling. *Montreal P Q*: Grant-Mills Ltd, extension to lock No 4, Lachine Canal. *Fort William Ont*: Bilodeau & Heath Co Ltd, construction of power house, Lakehead Airport.

## Legal Decisions Affecting Labour

*The Saskatchewan Appeal Court dismissed the appeal of the Labour Relations Board against a judgment quashing reinstatement orders. ¶The United States Supreme Court ruled that a mine operator should be repaid for losses sustained due to pay increases during Government operation of the mine in 1943.*

**Only a union which is directly affected or concerned may lay a complaint before the Saskatchewan Labour Relations Board that an employee has been dismissed for union activity.**

The Saskatchewan Court of Appeal, on April 6, 1951, dismissed the appeal of the Labour Relations Board of Saskatchewan from the order of the Court of King's Bench made on November 7, 1950, quashing orders of the Board requiring Providence Hospital, Moose Jaw, to reinstate three employees.

The facts of the case were summarized in the Court of King's Bench decision (L.G., 1951, p. 377). On the complaint of a representative of the Textile Workers Union of America, Local 750, that three laundry workers at the hospital had been dismissed for union activities, the Board found that an unfair labour practice had been committed and ordered the hospital to reinstate the three employees and compensate them for their monetary loss. The union representative complained a second time that the workers were reinstated but immediately dismissed. The Board issued a second order for their reinstatement. Both orders were quashed by the Court of King's Bench.

The Appeal Court, in a decision given by Mr. Justice Procter, rejected the Board's appeal mainly on the grounds that the union had no status to make the application on which the Board founded its orders. He held that it is only a trade union which is directly affected or concerned which may make an application to the Board for enforcement of the unfair labour practices provisions of the Act, and the union making the complaint in this case was not directly affected.

For the union to be "affected" within the meaning of the Act, the employee must have been a member of the union or [the union must] otherwise have an interest in the application not common to all other trade unions. That being so, not only had the union no status

The judgment of Mr. Justice Gale of the Ontario Supreme Court, which quashed a certification granted to the Toronto Newspaper Guild by the Ontario Labour Relations Board, is summarized on page 932 of this issue of the *Labour Gazette*.

to make the applications on which the board founded its orders, but no presumption ever arose that the hospital had discriminated against the discharged women in regard to tenure of their employment with a view to discouraging membership in or activity in or for a labour organization. The so-called "reverse onus" provision in Section 8 (1) (e) never applied since it is only when a trade union which is qualified to do so makes the application that this provision applies.

Mr. Justice Procter held that the Board wrongly applied the presumption of discrimination, and its orders, made by reason of the wrongly applied presumption, were therefore invalid.

He held also that when the Board dealt with the second complaint there was no evidence before it that the employer had discharged the three employees. The only document before the Board was the complaint signed by the trade union representative. The Board could not properly take into account the first order and the evidence brought forward at the first hearing, unless the order and the proceedings had been brought in as evidence so that the counsel for the hospital would have had an opportunity to meet any case established by such evidence.

The Appeal Court was requested by counsel for the Labour Relations Board to give a ruling as to whether the Trade Union Act applied to the hospital, it having been incorporated under a special Act. The Appeal Court did not accept the opinion of the lower Court that the Act was not applicable to the hospital. In dealing with this question Mr. Justice

Procter said: "Counsel for the hospital conceded in his argument, quite properly I think, that The Trade Union Act, 1944, does so apply."—*Sisters of Charity, Providence Hospital v. Labour Relations Board of Saskatchewan*, [1951] 2 WWR (NS), 66.

***Affirming a Court of Claims award, the U.S. Supreme Court held that the Federal Government's temporary seizure of a coal mine to avert a strike constituted a taking of property, for which the owner should be compensated to the extent of operating losses due to Government administration.***

On April 30, 1951, the Supreme Court of the United States affirmed an award of the Court of Claims compensating a Tennessee mining company, the Pewee Coal Company, Inc., for losses sustained due to Government operation of the mine from May 1 to October 12, 1943, to avert a nation-wide strike of miners.

The Government, appealing against the decision of the Court of Claims, submitted two questions to the Supreme Court: (1) Was there such a taking of Pewee's property as to justify compensation under the Fifth Amendment? (2) If there was, does the record support the award of \$2,241.26? The Fifth Amendment to the United States Constitution provides that private property shall not be taken for public use without just compensation.

Mr. Justice Black (with Mr. Justice Frankfurter, Mr. Justice Douglas and Mr. Justice Jackson concurring) held that the answer to the first question was "yes". The President's Executive Order of May 1, 1943, directed the Secretary of Interior "to take immediate possession, so far as may be necessary or desirable, of any and all mines producing coal in which a strike or stoppage has occurred or is threatened, . . . and to operate or arrange for the operation of such mines . . ." The Government required mine officials to agree to conduct operations as agents for the Government; required the American flag to be flown at every mine; required placards reading "United States Property" to be posted on the premises; and appealed to the miners to dig coal for the United States as a public duty. These four judges held that the Government took the Pewee Company's property in as complete a sense as if it held full title and ownership.

It followed that the answer to the second question was also "yes". The Court held that, like any private person or corpora-

tion, the United States normally is entitled to the profits from, and must bear the losses of, business operations which it conducts, in the absence of an agreement to the contrary. Having taken the property, the United States became liable under the Constitution to pay just compensation. Ordinarily, fair compensation for temporary possession is the reasonable value of the property's use. The Company in this case did not claim compensation for the use of the property, but contended the Fifth Amendment requires the United States to bear operating losses incurred during the period the Government operates private property without the owner's consent. The Company claimed recovery for full operating losses, which were found to be \$36,128.96, but the Court of Claims awarded it only the sum of \$2,241.26, the amount attributable to increased wage payments made to comply with a recommendation of the War Labour Board which had no legal sanction. It was held that the circumstances of the case supported the award of this amount.

Mr. Justice Reed concurred in this opinion to the extent of agreeing that the judgment of the Court of Claims should be affirmed, but he did not accept the view that the "taking" in this case could require the United States to bear *all* operating losses during the period it controls the property without the owner's consent or agreement. In a temporary taking of this kind, the Government's supervision of a losing business for a temporary emergency ought not to place upon the Government the burden of the losses incurred during that supervision unless the losses were incurred by governmental acts.

Four judges, the Chief Justice, Mr. Justice Burton, Mr. Justice Clark and Mr. Justice Minton, dissented, and would have reversed the judgment of the Court of Claims and allowed the Pewee Company no recovery. They held that there was a "taking" of the mining property but that it was not established that the Government subjected the Company to any pecuniary loss. The extra expense consisted of an increased vacation allowance to the miners and the refund to them of rentals on mine lamps. It was not proved that the Company could have operated its mine without making the concessions directed by the War Labour Board, or what its losses might have been if the strike had continued. As it was not in their view established in the Court of Claims that the Company was in fact financially harmed by the Government's



seizure of its property, the dissenting judges would not have allowed any claim for damages.

*United States v. Pewee Coal Company, Inc.*, April 30, 1951, *Labour Relations Reporter*, Vol. 27, No. 51.

## Labour Legislation in Nova Scotia and Saskatchewan in 1951

*The Nova Scotia Legislature, which met on February 14 and adjourned on April 7,\* replaced its Women's Minimum Wage Act, enacted a new law prohibiting the employment of children under 14 in certain undesirable employments and limiting their employment in other occupations, and amended its laws relating to workmen's compensation and trade unions. Laws regulating employment in coal and metal mines were revised and many safety provisions added. The Labour Act was again enacted.*

*The Saskatchewan Legislature, which was in session from February 1 to April 5, enacted a considerable number of labour measures. Laws dealing with trade unions, workmen's compensation, hours of work, minimum wages, boilers and pressure vessels, and apprenticeship were amended.*

*Benefits payable under the Workmen's Compensation Act to widows and children under 16 were raised and are now higher than those payable in any other province. The Hours of Work Act was amended to provide for its application to any employers and employees covered by the Minimum Wage Act. Shop inspection of boilers and pressure vessels while under construction and an annual inspection of such vessels and plants were provided for by amendments to the Boiler and Pressure Vessel Act. A new Act to provide for superannuation of employees of municipalities and school boards was passed, and changes were made in the Act which provides for pensions for employees of the Saskatchewan Power Corporation.*

### NOVA SCOTIA

#### Employment of Children

A new Employment of Children Act prohibits absolutely the employment of a child under 14 years in specified industries, including manufacturing, shipbuilding, electrical works, construction, the forestry industry, garages and automobile service stations, hotels and restaurants, the operation of elevators, and such amusement

places as theatres, dance halls, shooting galleries, bowling alleys and pool rooms. Family undertakings are excluded from this prohibition. The new Act thus greatly extends the number of prohibited employments for children under 14. The Factories Act has forbidden the employment of children under 14 in factories since it was enacted in 1901.

In occupations other than those listed above, hours of children under 14 are limited to eight in a day. If school is in session, unless an employment certificate is obtained, not more than three hours a day may be worked, with the further proviso that time worked plus the time required for attendance at school may not be more than eight hours.

\* According to the press, the Legislature adjourned to await action on a proposed amendment to the British North America Act which would have allowed the Provinces to impose an indirect sales tax. Since no agreement on the amendment had been reached, the Nova Scotia Legislature met from June 12-14 and passed measures to increase certain provincial taxes.

[An employment certificate may be issued under the Education Act to a child over 13 who satisfies the school board that he needs to go to work or who, in the board's opinion, will not profit from further schooling, giving him permission to be absent from school while actually engaged in remunerative employment. A temporary exemption from attendance at school for not more than six weeks in a school year may be granted to a child over 12 whose assistance is required by his parent or guardian in farming or some other necessary employment. The statutory school-leaving age in Nova Scotia is 16 in cities and towns; in the remainder of the Province the minimum age is 14 but 15 or 16 may be fixed by local option.]

Night work of children under 14 is forbidden by the Act between 10 p.m. and 6 a.m. As introduced, the Bill prohibited employment after 7 p.m. but the later hour was inserted in passage.

Inspectors may be appointed by the Minister of Labour to enforce the Act. Inspectors have power to enter and inspect premises, to require the employer to produce books, records and employment certificates and to make any other examination and inquiry which may be necessary.

A prosecution may only be instituted with the written permission of the Minister. For violating any provision of the statute a person, on summary conviction, may be fined an amount not exceeding \$100 or, in default of payment, may be imprisoned for a maximum of 50 days. A parent or guardian of a child employed contrary to the Act, unless he can establish that the child was employed without his consent, is liable, on summary conviction, to a maximum fine of \$50 or, in default of payment, to imprisonment for not more than 25 days.

The Lieutenant-Governor in Council is authorized to add to the list of prohibited employments set out in the Schedule to the Act or to remove employments from the Schedule.

### **Minimum Wages**

A new Women's Minimum Wage Act, which replaces the statute of 1920, as amended from time to time, brings the Nova Scotia legislation more in line with the Minimum Wage Acts of the other Provinces. The principal changes from the former Act include a wider coverage, wider powers given to the Minimum Wage Board and more specific provision for inspection.

### *Coverage*

All women workers with the exception of farm labourers and domestic servants are covered throughout the entire Province, whereas the former statute was restricted in its application to the cities and incorporated towns.

### *Powers of the Board*

The new Act makes provision for a larger Minimum Wage Board which may now consist of not less than five and not more than seven members instead of being limited to five persons, as at present. Two members must be women, as before.

The Board has power to make Orders, after holding such inquiry as it considers adequate, fixing minimum rates of wages, prescribing maximum hours, and fixing minimum overtime rates, etc., but its Orders now require the approval of the Lieutenant-Governor in Council, as is the case under most of the other Minimum Wage Acts. In British Columbia and Ontario, the Government's approval is not required. Orders of the New Brunswick Board are subject to review by the Minister of Labour.

The Board has authority to fix a minimum wage (which may be on an hourly, daily, weekly or monthly basis) for employees in different employments or in different classes or descriptions of any employment. It may apply the minimum wage so fixed (1) to all the employees in an industry; or (2) to any class of employees in the industry; or (3) to any class of employees in two or more or in all industries. The minimum wage may be made applicable only to part or parts of the Province, or different minima may be established for the same industry in different areas. As before, the Board may set special rates for apprentices, handicapped or inexperienced employees and limit the number employed by any employer.

The section setting out in detail the Board's powers in making minimum wage orders lists several new powers.

The Board may specify when and under what conditions deductions may be made from the minimum wage, and may fix the maximum amount, if any, that an employer may deduct when he furnishes board, lodging, uniforms, laundry or other services to the employee.

As regards the payment of wages, the Board may prescribe the pay period, may fix the day for payment either generally or with respect to a particular employer, and may prescribe the manner in which wages must be paid.

Further, the Board is permitted to exempt any class of employees or employers in any industry or occupation from the operation of the Act or any Minimum Wage Order.

Minimum Wage Orders must be published in the *Royal Gazette* and will take effect 10 days after publication, unless a later date is fixed in the Order. Orders must be kept posted in a conspicuous place in the employer's establishment. This is a new requirement in the Act. As previously, the Board may, on its own initiative or on petition of any employers or employees, review, suspend, vary or rescind an Order, but, as with the adoption of an Order, the approval of the Lieutenant-Governor in Council is now required.

A new provision in the Nova Scotia Act, similar to one contained in the Acts of Alberta and British Columbia, permits the Board, for the purpose of determining whether or not the intention of the Act is being defeated, to investigate the facts with respect to persons working in an industry or business as members or alleged members of a partnership or association, or in the execution of an agreement, scheme, profit-sharing or undertaking, and with respect to the contractual relations of the employees and employers. If the Board is then of the opinion that the partnership or scheme has the effect, either directly or indirectly, of defeating the purpose of the Act with respect to the payment of minimum wages, the Board, with the approval of the Governor in Council, may make an Order prohibiting the carrying on of the partnership or undertaking in whole or in part and prohibiting the doing of any act as may be specified in the Order. The Order will take effect 10 days after publication in the *Royal Gazette*. A penalty of not more than \$500 and, in default of payment, imprisonment for a maximum of 250 days is provided for contravention of such an Order. For a second or subsequent offence the penalty is doubled.

### *Inspection*

More detailed provisions are now set out regarding inspection of premises. Previously, only the general power of inquiring into any matter connected with the Act was given to the Board. It is now provided that such inspectors as may be necessary to carry out the provisions of the Act may be appointed under the Civil Service Act.

An inspector may enter premises at any reasonable time and question an employee apart from his employer to determine

whether a minimum wage order is being observed. Employers are required to keep a register of names, addresses and ages of their employees and a record of rates of wages paid, hours of work and actual earnings. Records must be produced on demand of the Minister or his representative or of an inspector. The inspector may examine records, make copies of any entry, require an employer to furnish full statements on wages, hours and working conditions, and require an employee to give any information either verbal or written relating to wages, hours, etc., that she has in her possession.

### *Penalties*

Higher penalties are imposed for breaches of the new Act by an employer or an employee. No prosecution may be undertaken unless the Minister gives written consent. If an employer fails to pay the minimum wage or makes greater deductions from wages for board, lodging, laundry, etc., than those authorized by the Board, he is liable to a maximum penalty of \$500 for each employee affected and, in default of payment, to imprisonment for not more than 250 days. Further, upon conviction, he will be required to pay to each employee the difference between the wage actually paid to her and the minimum wage. The same penalty may be imposed on an employer or employee who fails to perform a duty imposed on him by the Act, who refuses to allow an authorized inspection or who does not furnish information as required.

If an employer discharges or discriminates in any way against an employee for making a complaint or testifying in proceedings under the Act or for making a disclosure required by the Act, the employer is liable to the same maximum penalty, \$500 or 250 days in prison.

If an agreement is made between the employer and employee for payment of wages below the minimum or if an employee returns any part of her wages to her employer thereby reducing her earnings below the minimum, both the employer and the employee are liable to penalty. In this case, the maximum penalty is \$100, or, in default of payment, imprisonment for not more than 50 days.

An employee who has been paid less than the minimum wage is entitled to recover by court action the difference between the amount paid and the minimum wage, with costs. If the employee has terminated her services, she may only recover on the wages that accrued during the year which



preceded the termination of her service or the taking of civil action, whichever occurred first. No action may be brought against the employer after one year has elapsed after the employee stopped working for him.

The Board may not disclose the name and identity of a person who makes a complaint, if he so requests, unless disclosure is necessary for the purpose of a prosecution or is considered by the Board to be in the public interest.

The Lieutenant-Governor in Council is empowered to make regulations under the Act.

### **Workmen's Compensation**

Amendments were made to the Workmen's Compensation Act raising the benefits payable on the death of a workman in respect of each child under 16 from \$12.50 to \$15 a month. The maximum monthly benefit payable in respect of a widow and her children is now \$110. Orphan children will receive \$25 a month rather than \$22.50, as before, with a maximum payment of \$100. These increases in compensation will not be payable for any period of time before April 1, 1951.

Two sections were rescinded in Part III of the Act, which provides for a system of individual liability on the part of employers in the fishing and dredging industries. One of these sections provided that a dependant who was not domiciled in Nova Scotia at the time of the accident which caused the death of the workman was not entitled to compensation. The other repealed section provided that a workman who was not domiciled in Nova Scotia was entitled to compensation for temporary disability only while he remained in the Province. However, if such a workman was permanently disabled, he was entitled to one-half the compensation which he would ordinarily have received if domiciled in Nova Scotia.

### **Labour Relations**

An amendment was made to the Trade Union Act with respect to the voluntary revocable check-off of union dues in the case of an uncertified union.

If a trade union has not been certified as bargaining agent, the check-off must be put into effect by the employer, after a check-off vote has been held, only where a collective agreement is in force or where collective bargaining is being carried on with a view to the renewal or revision of a collective agreement. As regards both

certified and uncertified unions, the Act requires an employer to make a check-off of union dues, if, on a vote taken under the Minister's direction, a majority of eligible voters vote in favour of it.

### **Coal Mines**

In the interests of greater precautions for the safety of workmen in coal mines, and in order to improve the arrangement of sections of the Act, the Coal Mines Regulation Act was completely revised and consolidated. The last general revision was made in 1927 (L.G., 1927, p. 626).

In general, throughout the Act stricter requirements are laid down regarding inspection and in many cases inspection reports must now be recorded in books kept at the mine for the purpose.

New or more detailed sections were added governing hoists and hoist operators, boiler tenders, fire protection, transporting men underground, protection from machinery, etc., and an appendix has been included setting out the standard methods of socketing. Changes were made in other sections. The regulations issued under the former Act covering electricity in mines and the use of diesel locomotives (L.G., 1949, p. 185) are with some changes now included in the Act. Higher penalties are fixed for breaches of the Act.

### *Powers and Duties of Mine Officials*

The Act now states that a mine owner or manager must appoint in writing a chief engineer to have full charge of all mechanical equipment, and to be responsible for its maintenance, routine inspection, testing, repair and safe operation. He must make a daily written report in a book kept at the mine for the purpose and he is required to read and sign all other reports which the Act requires on the condition of mechanical equipment. Assistants must be appointed to aid the chief engineer in performing his duties and either the chief engineer or an assistant must be in daily attendance at the mine.

The duties of boiler tenders are set out in a new section. From time to time during the day the person appointed to tend a boiler must examine the boiler, feed-apparatus, safety valves, water gauge, dampers and other fittings to see that they are in good working order, and report any defect at once to his superior. He must keep the water in each boiler at the proper working level, and if it becomes too low, he must at once lower the dampers, damp down the fire and report the circumstances to his superior. He must also see that the steam or water

pressure fixed by the manager is not exceeded. Except with the authority of his superior, he must not allow any one to alter the weight of a safety valve and only weights made for the purpose must be used on a safety valve.

Persons in charge of a fan or any ventilating machinery driven by mechanical or electrical power must keep the machinery running at the speed ordered by the manager or underground manager and examine the machinery and observe the indicators each half hour or longer period as may be approved by the inspector.

Shot firers have the general duties of firing all shots, making inspections regarding the presence of gas, ventilation, and the condition of the roof and sides, taking charge of the safety of a section of the mine and the workmen who are employed there, and performing other duties prescribed by the Act.

Before the charging of a shot hole, the shot firer must see that it is thoroughly cleaned and that it does not intersect any cracks. He must not charge a shot hole if it has a clearance of less than one-eighth of an inch over the diameter of the cartridge to be used. He is required to make sure that the coal is properly mined and well prepared, that the hole is properly placed before the explosive is placed in it, that it is not overcharged and that it is properly tamped so as to be filled to the face with clay or other non-inflammable material approved by an inspector. No shot may be fired in solid or unmined coal in a mine without written permission of an inspector. Before a shot is fired in a working place, the shot firer must station a man in a position of safety in any adjoining working place which is not more than 15 feet away to prevent any person from entering.

The rules governing misfired shots are made more stringent. The shot firer must not leave a charged hole unless the place and all approaches are fenced off and the fences are clearly marked by a sign warning of the danger, and the date and hour at which the shot misfired. The area may not be entered until it has been re-examined by a shot firer, pronounced safe and the danger signals removed. If an electric igniter is used, 15 minutes must elapse between the misfiring of a shot and the time when the place may be re-entered, and if any other means is used to fire the shot, four hours must elapse. Shot firers must at all times carry only locked flame safety lamps.

As before all working faces must be examined by the mine examiner within three hours before work is commenced. For this purpose, one or more stations must be appointed at the entrance to the mine or to the various parts of the mine and no workman must be allowed to pass beyond the station until the particular part of the mine has been examined and reported by the mine examiner to be safe. In addition, in the course of each shift, the mine examiner must make at least one inspection of all parts of the mine beyond the stations and record the result of the inspection in a record book. At least once a week a mine examiner is required to examine with a locked flame safety lamp all air courses, stoppings, scalings, overcasts, wastes and abandoned workings where accessible and report the results to the underground manager or overman. Entrances to sections in a mine not in actual use must be properly fenced across so as to prevent any person from entering.

The Deputy Inspector must, at least once a month, make careful inquiries at every mine in his district regarding the size of the section of the mine assigned to every mine examiner and shot firer. If, in his opinion, the section is so large as to prevent a mine examiner or shot firer from properly carrying out his duties, the Deputy Inspector must instruct the manager or owner of the mine to reduce the assigned area and to remedy any other danger or defect.

#### *Certificates of Competency*

The length of experience required to obtain a certificate of competency was reduced in two cases. Four years' experience in a coal mine instead of five years is now necessary, in addition to other qualifications, for a candidate for a second-class mine official's certificate. For a second-class mine electrician's certificate, only 12 months' experience in a coal mine is necessary rather than 24 months, as before. With the above exceptions, no change was made in the qualifications required for certificates of competency. The minimum age for employment remains the same.

#### *Hoisting*

More detailed regulations are set out with respect to hoisting. An operator of a hoist used for transporting coal or material, as well as an operator of a hoist used for raising and lowering persons, is required to hold a stationary engineer's certificate. If the hoisting engine is of

more than 300 h.p., but less than 800 h.p., the operator must hold a third-class engineer's certificate or an equivalent permit issued by the Board of Examiners. If the engine is of more than 800 h.p., the operator must hold a second-class engineer's certificate or permit.

Operators of man hoists are now required to hold medical certificates which must be renewed every three months.

More duties for hoistmen are now specified. A hoist operator must not operate his hoist unless it is properly provided with brakes, indicators and all necessary control appliances. He must not leave the hoist unless another engineer is appointed to relieve him or a trainee attended by the engineer in charge takes over the hoist. All persons other than the hoist operator are excluded from the hoist room unless their duties require them to be present or unless their presence is authorized by the manager, and the hoistman must not engage in conversation while the hoist is in motion or while he is attending to signals. If a defect is discovered which is likely to affect the proper working of the engine, the hoistman must discontinue hoisting and report the matter to the chief engineer or to his superior.

When men are raised or lowered, the hoist must be run with great caution and, in any mine usually entered by means of machinery, the hoist operator must be in attendance continually while any person is below ground. If a cessation of winding exceeds four hours, a trial wind must be carried out between the points of the shaft or slope where regular man hoisting is to be undertaken. The hoist operator must, during his shift, keep the engine and apparatus under his charge well cleaned and oiled unless some other person is appointed for the purpose.

At the beginning of each shift, the hoistman must inspect the hoisting machinery and safety appliances and make a daily written report on the condition of the equipment in a book kept at the mine for the purpose.

The overwind preventer must be subjected to specified tests at the beginning of each shift, and once a week, and the result entered in the engineer's report book.

With respect to the construction and equipment of hoists, the Act provides that all hoisting engines must be firmly connected to a rigid foundation and be so designed, constructed and maintained that, with the power provided, the engine can be worked with ease, regularity and safety.

Such engines must be equipped with a reliable gear-driven indicator, and the drum must be marked to show the operator the position of the cage or trip. Unless exemption has been granted by the chief inspector, each engine used for hoisting men must be provided with at least one emergency brake on the drum shaft which, if there are two cages or trips, will hold them when the maximum torque is applied in either direction when the loads are balanced, or, if there is a single cage or trip, will hold the loaded cage when the maximum torque is applied downwards. A device must also be supplied which will apply at least one brake in case of power failure or which the operator may use in case of any other emergency, and the hoist must also be equipped with an automatic overwind preventer and speed controller to shut off the power and apply the brakes if the cage travels beyond the regular stop at top or bottom or if it travels at excessive speed. An automatic indicator which shows that this safety device has been fully engaged and which may be easily seen by the bankmen and bottomer must be provided. No person may enter the cage until the indicator shows that the automatic overwind preventer and speed controller has been fully engaged.

Safety requirements governing hoisting and haulage ropes and pulleys are, in general, of a similar nature to those in effect in Ontario (L.G., 1948, p. 891). No hoisting rope may be used which has not been tested and certified by the Nova Scotia Government Testing Laboratory. At least once in three months a section not less than six feet long must be cut off the lower end of the rope used on an engine for raising or lowering men. A sample of not less than six feet must be cut off the remaining portion and sent to an approved testing laboratory for a break test.

When a hoisting rope has been newly put on or after it has been cut, the connecting attachments between the cage and the drum and the rope must be carefully examined by the examining engineer and the results recorded in the Hoisting Machinery Record Book and signed by the engineer making the examination. The rope must not be used for ordinary transport of persons until two complete trips have been made with the cage bearing its authorized load and a record made in the Hoistman's Report Book.

The Act also contains a special section governing the construction of cages and man cars. Cages used for hoisting men



must be of the safety type, with bonnets and two sides fully enclosed to a height of five feet. The cages must be constructed of metal and equipped with overhead bars that will provide each man with an easy and secure handhold. Man cars must be connected to each other by three couplings attached to three drawbars which extend the full length of the car and are securely bolted. The centre coupling must be sufficiently strong to take the entire load, and the two remaining couplings must together be able to support the load. The couplings and shackle pins must at all times be visible for inspection. Where the grade will permit, all man trips must be equipped with safety brakes approved by the mechanical inspector which are capable of stopping the trip in the event of the rope breaking. At the end of all man trips a signal light must be installed to warn of their approach.

Mechanical transportation of men underground is permissible only when approved in writing by an inspector, who may limit the number of cars or of men to be hoisted at one time and make any other stipulations which he considers necessary. The maximum speed for hoisting men in shafts, slopes or levels is 20 feet per second unless the inspector permits otherwise. One person must be in charge of a cage when it is being used to transport men at the beginning or end of a shift.

A code of signals is now included in the Act. It must be posted at every mine shaft or slope and at every working level and must be learned by the hoistman.

#### *Fire Protection*

New rules for fire protection require a supply of stone dust and portable fire extinguishers or water with equipment which can be readily used to be provided in specified locations in every mine which is not naturally wet throughout. Extinguishers must be examined and refilled as often as necessary to ensure that they are kept in good working order. Inflammable material likely to cause danger from fire must not be used in the construction of an engine room or a room in which machinery is used below ground, and the storing of any oil, grease or inflammable material underground is prohibited unless it is in a fireproof receptacle. All fire fighting equipment must be examined once a month and a report made in a book kept at the mine for the purpose.

#### *Travelling Roads*

With respect to travelling roads, the Act now requires the manager to appoint a

competent person to examine, at least once a week, the shafts by which persons ascend or descend, and their conductors, and record the result in a book kept for the purpose. Main conveyor roads must be at least four feet in height with a clear space of not less than two feet between the conveyor and one side of the road. Persons are only permitted to travel in the clear space and not on a moving conveyor unless the written consent of an inspector is given. If there is any danger of a person catching his foot, the frog on a switch in a track on which cars are moved by mechanical power must be equipped with a guard-block of wood or iron.

#### *Use of Electricity*

The Act now specifies that, unless there is conflict with the rules in the Act regarding the use of electricity, Part 1 of the 1947 edition of the Canadian Electrical Code is to govern the installation of all electrical equipment installed in mines.

Around all electrical equipment a clear and adequate working space must be left. If there is risk of a spark from an electrical system igniting gas or coal dust mixtures, all conductors must be protected to meet special inspection approval. All control and protective devices must be safely accessible to authorized persons and be located and marked so that the circuits or equipment supplied through them may be identified. They must be so installed that they cannot close by gravity or be provided with a proper stop block or latch to prevent accidental closing.

When electric energy is transmitted in a mine at more than 150 volts or in wet or damp places, wire armoured cable insulated for system voltage must be used.

A daily report on the condition of the machines and cables must be written by the person in charge of the equipment, and the chief electrician must make a weekly written report on the condition of each cable under his charge.

The complete power system equipment of a mine must be inspected by mine electricians or other competent persons at least once a day and written reports made to the mine manager with special attention being given to permissible condition of equipment. Every six months (formerly three months) or at such time as the electrical inspector determines, the earth contact resistance of grounding neutrals and other earth contacts must be measured and all grounding connections examined.

The maximum operating voltage of mine lighting systems has been lowered to 150 volts (formerly 250 to 650 volts) and

systems up to 2,300 volts (formerly 5,000) may supply lighting system transformers. In places lighted by electricity where a failure of the electric light would cause danger, one or more safety lamps must be readily accessible.

Each portable, self-propelled or trans-portable machine using electrical energy for motive power must be examined for satisfactory performance, proper lubrication and defective, loose or missing parts at least once each shift by the machine operators and once each week by the chief electrician or his assistants. The machine operator must make a daily written report and the chief electrician a weekly report.

In trolley haulage systems all rail bonds must be inspected at least once a week to detect damaged bonds or other defects in the track return circuit.

When any electrical equipment is damaged, the damage must be reported immediately to the electrical inspector or his assistant and if on inquiry it is proven that the damage was caused by negligence of an electrician, his certificate of competency may be suspended.

#### *Protection from Machinery*

Additional requirements are now set out for guarding dangerous machinery. Every part of a wheel or revolving piece of machinery which projects unevenly from the surface must be covered unless it is situated in such a manner as to prevent any person coming into contact with it. Power-driven grinding wheels must be provided with hooded guards of sufficient strength to withstand the shock of a bursting wheel. The guard must be adjusted close to the wheel and extended forward, over the top of the wheel, to a point at least thirty degrees beyond a vertical line drawn through the centre. If a runway or staging is more than five feet from the floor and is used for oiling it must be provided with a handrailing. Persons who work near moving machinery must not wear loose outer clothing.

#### *Ventilation*

If a fan stops, the workmen must be removed to a safe place in the mine or to the surface. The mine must then be examined by a competent person and the workmen must not return to their working place until the mine is declared safe.

#### **Repeal of Wartime Act**

A wartime measure, the Coal Mines Regulation (Wartime Emergency) Act, was repealed (L.G., 1942, p. 805). This statute was passed in 1942 to authorize

the Lieutenant-Governor in Council, notwithstanding any provision of the Coal Mines Regulation Act, to make regulations prescribing the qualifications required of persons employed at the working face in a coal mine and the conditions as to supervision under which such persons were to be employed. All regulations made under the statute are also rescinded, chief of which permitted the employment of an apprentice 17½ years old at the working face under the direct supervision of a person holding a first-class certificate of competency as a coal miner (L.G., 1944, p. 527). Under the Coal Mines Regulation Act, 18 years is the minimum age for employment at the working face.

#### **Metal Mines**

The Metalliferous Mines and Quarries Regulation Act was also completely revised in the interests of greater safety for the workmen. As with the Coal Mines Regulation Act, the revision has resulted in better arrangement under a larger number of headings. The following is a summary of the principal changes with respect to minimum age, construction requirements, equipment, safety of persons, fire protection, metallurgical plants and mills, posting of rules, and responsibility as to enforcement of rules.

#### **Employment**

The minimum age for employment underground in a metal mine was raised from 16 to 18 years. For employment at the surface the minimum age remains at 16 years.

The employment of women is now specifically prohibited except at the surface in a technical, clerical, or domestic capacity or in some other light work which requires feminine skill. Although this prohibition of employment of women in metal mines has not previously been in the Act, women have never been employed underground in mines in the Province.

The minimum age for operating a hoisting engine was lowered from 20 to 18 years. The Act now also forbids persons under 18 to operate any machinery except under the direct supervision of an experienced operator.

#### *New Construction Requirements*

The Act requires permanent buildings to be erected at least 50 feet from any closed-in portion of a headframe or portal-house over a mine shaft unless an auxiliary exit is constructed according to specifications set out in the Act. If the mouth of a tunnel or adit of less than 20 degrees

from the horizontal is covered by a building, a metal or metal-covered door must be placed not more than 50 feet from the mouth and arranged so that it can be closed from outside the building by a cable in case of fire.

With respect to hoist construction, specifications are set out for the diameter of the drum. Bolts and fittings of the drum, brakes and clutch which might be dangerous if they became loose must be made secure by suitable locking devices. An interlocking device must be installed in every hoisting engine to prevent speeding when persons are being transported. An adequate auxiliary brake must be installed in non-reversible steam or air hoists unless they are equipped with throttle-controlled exhaust and also in single-drum electric hoists not used in balanced hoisting before they are used to transport persons.

The Act stipulates that all hoisting engines driven by electricity must be installed in accordance with the standards prescribed by the Lieutenant-Governor in Council.

Shafts must be properly timbered and, during shaft-sinking operations, the timbering must be maintained within 50 feet of the bottom. When sinking operations are carried on, no work must be done in a shaft while men are working below in another part of the shaft unless these men are protected from the danger of falling material by a securely constructed covering extending over a sufficient portion of the shaft to afford complete protection.

At every shaft level where it is necessary for workmen to pass from one side of the shaft to the other, a passageway, securely fenced off from the moving shaft-conveyance, must be provided to allow the men to cross without entering or crossing the hoisting compartment.

Except during shaft-sinking operations, if any material is handled in a shaft compartment, a substantial partition at the collar of the shaft and at all levels must be maintained around the compartment except on the side on which the material is to be loaded.

When repair work is in progress in a manway or conditions arise which might endanger travel through the manway, it must be closed off or signs must be posted warning of its unsafe condition. Unless the entrance to a stope is capable of being used at all times, a second means of entrance must be provided and maintained.

Stoping must not be done within 20 feet of a shaft used for transporting persons or material unless the shaft is to

be abandoned and an inspector has approved the stoping. Where possible, no connection must be made between mine workings until a thorough examination of the working towards which the active heading is advancing has been made and the work can be proceeded with safely.

Additional rules are now set out for the storage of explosives with respect to location and care of the magazine and the posting of warning notices. Every magazine must be in the charge of a competent person appointed by the manager and kept securely locked at all times when the attendant is not present. Magazines may only be established underground with the written permission of an inspector and not more than 2,500 pounds of explosives may be stored in one magazine.

New rules are also laid down with respect to blasting and the time for blasting must be so fixed that the workmen will be exposed as little as possible to dust, fumes and smoke. Before returning to the scene of a blasting operation, every workman must make sure that sufficient air has been introduced into the working place to drive out or dilute to a safe degree the gases produced by the blast.

#### *Equipment*

Steam boilers and diesel engines and gasoline and other internal combustion engines must not be installed in such a manner that any portion is within 100 feet of any part of the collar of a shaft or other entrance to a mine, and gasoline and other internal combustion engines using highly volatile liquids or inflammable gases must not be installed within 75 feet of the nearest point of the building housing the hoist. If an internal combustion engine is installed at any mine, provision must be made to conduct the exhaust to a point well outside the building.

Adequate stationary lights must be provided at night at all working places of all headframes, portalhouses or shafthouses.

A sufficient quantity of safe drinking water within reasonable access of all workers must be supplied, with sanitary appliances for drinking, both at the surface and underground.

Better facilities for first aid must now be furnished. In addition to the supplies previously required, at every mine or metalliferous works where, in the opinion of an inspector, the depth or extent of the works is such as to require more immediate attention in case of injury, suitable underground and surface stations must be established and maintained and equipped as specified in the Act. If more than 50 persons are employed in a mine,



the services of a first-aid attendant must be available during working hours. The manager must also appoint, in writing, an attendant to be responsible for the upkeep of the first-aid appliances provided on the surface and underground.

All persons employed in a supervisory capacity and such other persons as the inspector may direct must, within six months of their appointment, obtain a certificate of an ambulance association recognized by the Minister testifying that the holder has attended a course and is qualified to give first aid in case of accidents in or about a mine or metallurgical works.

With respect to ventilation, the Act requires approved means for mechanical ventilation to be provided in mine workings, where pure air cannot be obtained by natural ventilation.

Provisions respecting hoisting ropes are similar to those set out in the Coal Mines Act and summarized above.

Inspection reports of hoisting equipment are to be recorded in the Inspection Record Book which must be kept at the mine for this purpose. Accidents which occur to the hoist, the hoisting rope, shaft conveyance or any other part of the hoisting equipment or any failure of the apparatus must also be reported in the Inspection Record Book.

Suitable ladderways or stairways and platforms must be maintained about shafts and headframes to permit inspections to be carried out in a safe manner. All ladderways in raises, slopes and other manways of a mine must be installed and maintained to reduce to a minimum the hazard of falling. Landing platforms must be installed at points where ladders are offset.

Dangerous places such as openings in floors, pits, trap-holes or well-holes must be fenced off.

No person may be employed underground unless he wears a protective hat of a type approved by the Inspector. Where a power-driven grinding wheel is used, suitable goggles must be provided and worn unless the wheel is provided with an approved shield.

#### *Safety of Persons*

Unauthorized persons are forbidden to enter a mine or any building or works where machinery or steam boilers are installed in a mine, and notice of this prohibition must be posted at all entrances to the building or the mine. Workmen must not be employed at the surface or underground in a mine if men are working

overhead unless measures have been taken for their protection. When men are working below a level the top of which is near a haulage or travelway, the opening must be effectively guarded.

With respect to shaft conveyances, the Act now stipulates that persons must not be raised or lowered in a shaft, winze or underground opening of a mine in a shaft conveyance in which any mineral is being carried, or on one loaded with explosives, steel or timber, except for the purpose of handling the material. A bucket or skip may only be used for this purpose by a man employed in shaft sinking who is ascending from or descending to the sinking deck or other place of safety. Except during shaft-sinking operations, persons must not be transported in a shaft-conveyance unless it is in charge of a person authorized to act as a cagetender. Wherever persons are being transported in a shaft conveyance, proper discipline must be observed and the person authorized to give signals will be held responsible for the observance of discipline. A notice showing the number of persons allowed to ride in the shaft conveyance and the maximum weight of material to be loaded must be posted at the collar of the shaft.

No examination or work may be carried on in a shaft unless the workman is adequately protected from accidental contact with the mining shaft conveyance and from the danger of falling rock or while hoisting operations are being carried on.

Persons may not be hoisted or lowered in a quarry by means of a hoist or derrick. Where a load is being hoisted or lowered by such means, the signalman must warn all in the vicinity to retire to a safe place until the load has cleared the danger zone. The operator of a mechanical loader or excavator must be screened and protected from the cable and other moving parts of the machinery.

Workmen, except train crews, are forbidden to ride on or against any car, locomotive or train in underground workings except in passenger cars provided for the purpose. No person may ride on a conveyor belt.

Persons are forbidden to work or remain in a part of the mine where the air contains dust, fumes or smoke perceptible to the senses. The use of percussion machine drills is prohibited unless a supply of water is provided for each machine and used to prevent the formation of dust.

#### *Fire Protection*

Suitable measures for protection from fire must be adopted where operations

involving the use of acetylene, gasoline, kerosene or other torches are conducted in a headframe, portalhouse, shafthouse or other building, the loss of which by fire might endanger the mine entrance.

When adequate precautions are taken, one day's supply (formerly seven) of grease, oil, or other inflammable material may be kept for distribution in a headframe or shafthouse.

Storage of gasoline, except in tanks below the surface, is not permitted within 100 feet of the collar of a shaft or entrance to a mine, and the natural drainage from the location must be away from the mine entrance.

### *Metallurgical Plants*

A new section sets out the requirements which must be observed in metallurgical plants and mills to protect the health and safety of workmen. Several of the provisions relating to poisonous gases are the same as those in effect in Ontario. Previously, the only requirement specified in this connection was that suitable apparatus had to be installed to remove dust present in such quantities as to be injurious to health. Now, in addition, suitable means must be provided to prevent the formation of dangerous concentrations of poisonous vapours.

The Act requires safety appliances and rescue apparatus of a design approved by an inspector to be provided where there is danger from noxious gases. In each working shift a number of workmen trained in rescue work must always be on duty.

Adequate precautions must be taken at all plants and mills where acids or poisonous substances are used to reduce as much as possible the hazards of storing and handling the substances. Cyanide must not be stored in a place or transported in any manner where there is danger of it coming in contact with an acid substance. Workers who handle cyanide salts or solutions must be provided with rubber gloves. The method of application of air under pressure must not be used for transferring liquids from one location or container to another unless properly designed and tested equipment is used for the purpose. Where there is danger from poisonous substances, warning signs must be posted.

A workman must wear a life belt if he enters a bunker, hopper or storage bin where material is stored or if he works in a stock pile where the material may move by gravity. Platforms, runways and staging more than five feet from the floor must be provided with handrailings, and

stairs which exceed five feet in height must be constructed at a greater elevation than 50 degrees from the horizontal, and provided with substantial handrailings.

### *Posting of Rules*

Authorized abstracts of the safety rules contained in the Act must be posted in the mine or works. Rules may be waived or amended for a particular mine by the Deputy Minister, on the recommendation of an Inspector, if the owner, agent or manager applies in writing stating his reasons for desiring the rule to be altered.

### *Responsibility for Enforcement of Rules*

The owner of a mine, quarry or works must appoint a manager to be responsible for the control, management and direction of the undertaking. The manager is required to take all necessary and reasonable measures to enforce the Act and to ensure that the rules laid down are observed by every employee. Foremen, shift bosses, mine captains and department heads are responsible for the enforcement of the rules which are applicable to the work over which they have supervision. Workmen also, are required to carry out their duties in accordance with those rules which are applicable to the work in which they are engaged. The manager must appoint a suitable person to take responsibility for enforcing the requirements of the Act during his absence.

### *Employment Preference to Residents*

The Nova Scotia Labour Act, which gives preference in employment in the Province to Nova Scotia residents, was again passed this year and is to be in effect until May 1, 1952. The Act has been renewed annually since 1933.

Under the Act, no person or corporation employing 25 or more persons may hire a worker who has not resided in the Province for at least a year, unless the worker produces a certificate from the Government employment agent or clerk of the city, town or municipality where he is to be employed, stating that there are no unemployed residents available who would or could do the work. A fine of not more than \$500 may be imposed for a violation of the Act.

By an Act relating to the Town of Amherst, non-resident journeymen, mechanics and labourers are required to hold a licence in order to carry on their trade or engage in any employment in the town of Amherst, under penalty of a fine of not more than \$20, or in default of payment, two months' imprisonment. The fee for the licence is \$10. However, if a

licensed tradesman is in the same year rated and assessed in respect to real or personal property, or pays a poll tax to the town for the year in which he was licensed, he will be refunded his licence fee or that part of it which is equal to the amount which he has paid to the town in taxes.

## **Rent Control and Housing**

The Housing and Rentals Act empowers municipal councils to pass by-laws for the regulation of maximum rentals for housing accommodation. A by-law must stipulate that rentals in effect on April 30, 1951, may not be increased except by agreement between landlord and tenant or with the approval of the person appointed as rental authority under the by-law.

Decisions of the rental authority may be appealed to the Judge of the County Court of the district, who is authorized to make any order which the rental authority is empowered to make.

This Act, like statutes passed in most of the other provinces in 1950, also empowers the Minister of Municipal Affairs to enter into an agreement with the Government of Canada or with any city, town or municipality respecting joint housing projects. The agreement must provide that the cost of such housing projects will be shared seventy-five per cent by the Government of Canada and twenty-five per cent by the city, town or municipality. The Act will be in effect until April 30, 1952.

## **Municipal Pensions**

The Halifax City Charter was amended to confirm the superannuation plan for city employees, including policemen and firemen, which was adopted at a meeting of the City Council in December, 1950.

## **SASKATCHEWAN**

### **Workmen's Compensation**

Amendments to the Workmen's Compensation (Accident Fund) Act make learners eligible for compensation. A "learner" is defined as any person who, although not under a contract of service or apprenticeship, becomes subject to the hazards of an industry included under Part I of the Act for the purposes of undergoing training or probationary work specified or stipulated by the employer as a preliminary to employment. Manitoba brought learners under the Act in 1950, following a decision of the Manitoba Appeal Court by which the Workmen's Compensation Board was prohibited from

awarding compensation to an injured student trainman (L.G., 1950, p. 898 and p. 1569). A similar amendment was made to the Prince Edward Island Act in 1951. Learners were also brought under the Saskatchewan Workmen's Compensation Act, 1911, the individual liability statute which applies to certain classes of railway workers not covered by the Workmen's Compensation (Accident Fund) Act.

By further amendments to the Workmen's Compensation (Accident Fund) Act, several increases in benefits were provided for. This section of the amending Act went into force on June 1, 1951, and is retroactive in effect. The increases provided for will apply to all compensation payments made after June 1, whether the accident happened before or after that time. Where death results from an injury, the amount of compensation for a widow or invalid husband was raised from \$50 to \$60 a month, and the additional benefit of \$15 a month which is payable to each child under 16 years was increased to \$20.

As before, the monthly compensation in death cases, exclusive of burial expenses and the lump sum of \$100, may not exceed the workman's average monthly earnings. Where a reduction has to be made to the amount of average monthly earnings, compensation payments may not fall below a specified minimum amount. This minimum has been increased where the widow or invalid husband is the sole dependant from \$50 to \$60 a month, where the dependants are a widow or an invalid husband and one child from \$65 to \$80, and where the dependants are a widow or invalid husband and two or more children from \$75 to \$90.

Provision was made in 1942 for payment of compensation in respect of a child between the ages of 16 and 18 if the Board considered it advisable to continue the child's education, but the section specifically stated that the Board's decision was to be made in respect of a child "approaching the age of sixteen years". The Act now provides that, in cases where a dependant child of a deceased workman is over 16, the Board may direct that compensation be paid, but not beyond the age of 18, if it considers it advisable for the child to obtain further education.

### **Hours of Work**

As a result of a 1951 amendment, which will come into force on Proclamation, the Hours of Work Act will have a somewhat wider application. Instead of applying, as before, to all workplaces in cities, to offices and shops in places of 300 popula-



tion and over, and to all factories in the Province, the Act will now apply wherever the Minimum Wage Act applies, that is, to all workplaces in centres over 300 in population. The effect of the amendment is to bring under the Hours of Work Act, which requires time and one-half the regular rate to be paid for all work done after eight hours in a day or after 44 hours in a week, workplaces other than factories, offices and shops in the smaller towns and villages of the Province, and also certain persons formerly excluded. The latter include janitors and caretakers in residential buildings and long distance truckers who regularly travel in the course of their duties to two or more centres which are at least 10 miles apart.

It is now provided that the Hours of Work Act does not apply to grain elevators. Grain elevators as "works for the general advantage of Canada" come under federal jurisdiction (L.G., 1950, p. 1918).

Since the two Acts will have a similar coverage, an effort has been made to use similar terms, as, for example, "class of employment" which was defined in the Minimum Wage Act last year to mean any industry, business, trade or occupation or any group of employees in any industry, business, trade or occupation. The words "to whom this Act applies," following "employer" or "employee" were struck out in view of the new definitions of employer and employee.

"Employer" is defined as any employer of labour who is from time to time affected by any order of the board heretofore or hereafter made under statutory authority, and "employee" means any person employed by such employer and affected by any such order.

"Wage" or "wages" are now similarly defined in both Acts as any compensation for labour or services paid to or retained by, or partly paid to and partly retained by, an employee, whether measured by time, piece, commission or by any other method whatsoever or by any combination of such methods.

One section of the amending Act, which came into force on assent, continues the stipulation in the Act against a reduction in wages where weekly hours are reduced to conform with the 44-hour limit which is imposed by the Act unless time and one-half is paid. This section will apply to April 1, 1952.

### Minimum Wages

An amendment to the Minimum Wage Act, which will be proclaimed in force,

has to do with the power of the Minimum Wage Board to make orders regarding public holidays. The Act now lists eight public holidays (New Year's Day, Good Friday, May 24, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day and Christmas Day) and authorizes the Board by order to "fix the basis for computation of minimum sums of money" to be paid to employees who work on all or any of these days, and to employees who do not work. Further, the Board may require that sums computed in accordance with the order be paid by the employer to the employees affected. The amendment allows the Board to exempt any employer from the application of such an order. The money payable to an employee for a public holiday is in addition to wages payable under any other Act.

Previously, the Act empowered the Board to determine what days should be public holidays and to fix the minimum wage to be paid when employees worked on a public holiday or when they did not work. The Board in its Minimum Wage Orders made provision for payment for the same eight public holidays which are now set out in the Act.

A further amendment, also to come into effect on Proclamation, repeals the provision which enabled the Board, subject to the Hours of Work Act, to determine the daily or weekly hours which should constitute overtime and to fix the minimum wage to be paid for such overtime. Under this section, the Board could prescribe an overtime rate for employments to which the Hours of Work Act did not apply. It is now repealed as unnecessary, since the Minimum Wage Act and the Hours of Work Act will cover the same field of employment.

The definition of the term "wages" was amended to include remuneration paid by a combination of methods, e.g. time, piece, commission or any other method.

A minor change was made with respect to the week's notice of termination of employment or of lay-off which an employer is required to give to an employee who has been in his service for three months or more. It was formerly provided that such notice was not necessary when a worker was discharged for any of the causes set forth in Section 4 of the Masters and Servants Act. Since the Masters and Servants Act has now been repealed, the section provides that an employer may discharge an employee for just cause other than shortage of work without giving him notice. "Lay-off" is

defined as a temporary dispensation with an employee's services for more than six consecutive days.

## Trade Unions

Under the Trade Union Act, as amended, the Labour Relations Board may not require an employer to disestablish a company-dominated organization. The Act now merely gives the Board power to determine whether a labour organization is company-dominated and makes it an unfair labour practice for an employer to bargain collectively with such an organization. A further amendment provides that individual employees may no longer revoke written authorization to the employer for the check-off of union dues.

Henceforth, all orders of the Labour Relations Board must be filed within 14 days in the office of a registrar of the Court of King's Bench. Previously, such orders were required to be filed within a week of being issued.

The section in the Act which permitted the Lieutenant-Governor in Council to exempt ex-servicemen from the maintenance-of-membership requirement of the Act was repealed.

## Boilers and Pressure Vessels

Several important changes were made in the Boiler and Pressure Vessel Act, 1948, with respect to the definition section, shop inspections, compulsory annual inspections, refrigeration engineers' certificates, duties which may be performed by the holder of an engineer's special certificate, certificates of registration, qualifications required by persons responsible for the operation of low pressure boilers and plants and the action to be taken in the case of improper welding.

The definitions of boiler, pressure vessel and refrigeration plant were amended. Formerly, only those over a certain capacity were covered by the Act but now the Act applies to all boilers, pressure vessels and plants subject to the legislative authority of the Province except those which may be excluded by regulation. The definition of "pressure vessel" has been broadened to include a vessel, normally operated under pressure, used for handling oil, compressed gas or for refrigeration purposes, and "plant" now includes a pressure plant used in connection with air, hot water and oil as well as for steam, compressed gas or refrigeration.

The Act provides for shop inspections for the first time. "Shop inspection" means an inspection during construction. An inspector must make shop inspections,

as required by the regulations, of all boilers and pressure vessels under construction in his district, and must make sure that the requirements of the regulations and all applicable codes or standards which have been adopted are being complied with.

Owners, manufacturers and persons responsible for the construction of boilers and pressure vessels may be required to provide all the facilities necessary for an inspector to carry out a shop inspection.

All boilers and pressure vessels must now be inspected annually, with the exception of pressure vessels containing only air or water which are to be inspected every two years. Previously, periodical inspections were required. Boilers, pressure vessels and plants may not be operated until the owner has been issued with an inspection or a registration certificate or a combined certificate.

The Act empowers the Lieutenant-Governor in Council to make regulations prescribing various classes of refrigeration engineers' certificates and the capacity rating of each class. Previously, only one class of refrigeration engineer's certificate was provided for. Refrigeration plants of a capacity of more than 10 tons of refrigeration in 24 hours must be under the supervision of the holder of a valid refrigeration engineer's certificate, as required by the regulations, and the provisions of the Act and regulations must be complied with.

It is now stated that an engineer's special certificate, which has already been provided for in the Act, entitles the holder to operate a high pressure boiler or steam plant of the capacity indicated in the certificate but not exceeding 50 h.p.

With respect to qualifications required to operate low pressure boilers and steam plants of 20 h.p. or more, the Act now distinguishes between boilers and plants of more than 100 h.p. and those of a lesser capacity. Formerly, the Act merely stated that such boiler or plant had to be operated and personally attended at all times by a person holding a certificate. Now, a boiler or steam plant of more than 100 h.p. must be under the supervision of a holder of at least a heating plant engineer's certificate, and a holder of at least a fireman's certificate must be in personal attendance at all times whether or not the boiler or plant is equipped with automatic control. Boilers and plants of less than 100 h.p. must be in charge of a holder of a fireman's certificate. In the case of a boiler of less than 75 h.p. or 100 h.p. if approved by an inspector, which is equipped with an automatic low-water cut-out device

designed to shut off the fuel fire in the event of low water, the boiler may be left unattended for not more than 10 hours if certain precautions laid down in the Act are taken.

A new section provides that where an inspector believes that a boiler, pressure vessel or pressure piping is improperly welded, he is to report to the chief inspector who may order that test specimens be cut and tested. If the specimens fail to meet the prescribed standards, the chief inspector may order that the boiler, pressure vessel or piping be re-welded or be condemned.

Other amendments govern duties of persons installing boilers, classifying of boilers by inspectors of boiler insurance companies, and cancellation of certificates.

The Act now requires a person installing a low pressure boiler as well as one who installs a high pressure boiler, as before, to notify the chief inspector and obtain his permission in writing. Such installations must be made strictly in accordance with the regulations, and when the installation is completed the owner or person responsible must notify the chief inspector to that effect. If a Government inspector has classified a boiler, pressure vessel or plant as unsafe, an inspector of a boiler insurance company is now forbidden to classify it as being in a safe condition without first obtaining permission in writing from the chief inspector.

The Minister is now authorized, on the recommendation of the chief inspector, and upon due cause being shown, to cancel or suspend any permit, licence or other authorization issued under the Act or regulations to any person who aids another in violating the Act or regulations.

## Apprenticeship

Provision for the appointing of advisory and examining boards for designated trades, and for the prescribing of the duties and remuneration of members of such boards by the Lieutenant-Governor in Council was made in amendments to the Apprenticeship and Tradesmen's Qualification Act. The amendments are retroactive to February 1, 1951, when the Act went into force.

A new schedule to be substituted for the one in the Act, as passed in 1950, lists and describes 13 designated trades. Steam-fitting, natural gas and petroleum pipe fitting, and weekly newspaper printing are omitted. What was formerly designated as the trade of "welding, except auto body welding" has now been divided into two

trades, "electric arc welding" and "oxy-acetylene welding". Neither trade includes welding of any boiler, pressure vessel or pressure piping which is subject to inspection under the Boiler and Pressure Vessel Act. "Motor vehicle body repair", not formerly included in the schedule, is now a designated trade as well as "motor vehicle mechanics repair". By a further minor amendment, the Lieutenant-Governor in Council may not only add trades to, or remove trades from, the schedule but may also otherwise amend the schedule.

## Recovery of Wages

A new Act, the Wages Recovery Act, substantially re-enacts those provisions of the Masters and Servants Act (now repealed) that dealt with the recovery of wages by an employee. Masters and Servants Acts in most provinces were an attempt to provide workers with a simpler procedure of collecting unpaid wages than by a civil action. Under these Acts, the responsibility for investigating wage claims is left to justices of the peace.

The Wages Recovery Act permits a worker who has a cause of complaint against his employer for non-payment of wages which he has earned or which are payable under his contract of service to lay a complaint before a justice of the peace or police magistrate, stating the amount of wages claimed. The magistrate is required to summon the employer to appear before him. If the magistrate finds the complaint to be legitimate, he may discharge the worker from his employment, if the term of service has not expired, and order the employer to pay the wages found to be due, together with nominal costs. The amount of wages which the magistrate may order the employer to pay is limited to \$200. Under the Masters and Servants Act, this limit was \$100 and, if the worker was found to have been improperly dismissed, a further amount not exceeding four weeks' wages.

The magistrate may dispense with the payment of costs and fees if he believes that the worker is unable to pay them or may postpone payment of them until after the case is determined.

If the employer fails to pay any sum ordered to be paid, the magistrate may issue a warrant for the distress and sale of the employer's property. Proceedings may be taken within six months after the termination of the engagement or employment or within three months after the last instalment of wages under the agreement of hiring was due, whichever is later.



An appeal from an order of a magistrate may be taken to the judge of the district court in the locality in which the cause of complaint arose.

The Act specifically states that no civil or other remedy of the worker for the recovery of wages from his employer is in any way abridged.

### Employees' Pensions

A new Act, the Urban Employees' Superannuation Act, which provides for the superannuation of employees of urban municipalities and larger school units, applies to all permanent employees, male or female, of every village, town or city in Saskatchewan except the cities of Moose Jaw, Prince Albert, Regina, Saskatoon, Weyburn and Yorkton and the towns of Biggar, Estevan, Foam Lake, Indian Head, Lloydminster, Melfort and Melville, and to the employees of the board of a larger school unit or of a board of trustees of a school district which enters the pension scheme provided for by the Act. Teachers are specifically exempted from the application of the Act. Provision is made for the Act to apply on request to the employees or certain designated employees of any of the cities or towns excepted above. A school district not within a school unit may also by application be brought under the Act.

The Act will come into force on July 1, 1951. It is to be administered by a board known as the Urban Municipal Employees' Superannuation Board, consisting of a representative of the Government of Saskatchewan, the Saskatchewan Urban Municipalities Association, the Saskatchewan School Trustees Association, a representative of the urban employees and a representative of the school unit employees.

Every employer is required to deduct five per cent of the salary or wages due an employee and to remit the amounts deducted together with an additional equal sum to the Board at the beginning of each quarter. Employees may contribute a percentage of their salary over and above the compulsory deduction. This contribution may not exceed a certain percentage of the employee's salary depending upon his or her age. Provision is also made for employer contributions with respect to the past services of employees prior to the Act coming into force.

Employees whose salaries are less than \$750 per annum or who, if they are male and over the age of 55, or female and over 50, may withdraw from the Act by notifying the Board within six months after the coming into force of the Act or after

entering the service of the employer, as the case may be. Employees are granted a vested right in the employer's contributions, the amount depending upon the number of years of continuous service at the date of termination of such service.

The retirement age has been set at 65 years for male employees and at 60 years for female employees. At least six months before the retirement age of an employee, the Board will send him a list of the plans of annuities that may be purchased for him, and the employee is to select the plan he desires, notify the Board accordingly, and state the actual date of his retirement. Upon receipt of such notification, the Board will purchase an annuity for the employee.

Amendments were made to the Power Commission Superannuation Act, 1944, one of which changed the name of the Act to the Power Corporation Superannuation Act. This change was made in view of the establishment of the Saskatchewan Power Corporation as the Government agency responsible for the supply of electrical energy in the Province by a 1950 Act, although the Saskatchewan Power Commission was retained as a board having general supervision over public utilities. Employees of the Saskatchewan Power Corporation were brought under the Superannuation Act by the 1950 Act.

The amendments made this year alter the provisions regarding retirement age, contributions and the method of determining superannuation allowances. The provisions regarding retirement age and employee contributions will be proclaimed in effect. The term "employee" was extended to include workers whose employment is of a seasonal nature unless such employees are excluded from the application of the Act by order of the Power Corporation Superannuation Board.

The retirement age for all employees has now been set at 65 whereas previously the age was 60 for females and 65 for males. Employees who reach the age of 60 may now be retired at their option. A new provision enables employees who are not physically or otherwise qualified for the requirements of their work to be retired with a reduced allowance if they have served a total of 15 years. Previously, provision was made for an employee to be retired for such reasons only if he had served 35 years continuously and was 60 years of age (55 for a woman).

The scale of employee contributions was changed by the amending Act. Employees under 30 now contribute five per cent of their income, those over 30, six per cent and over 40, seven per cent. Previously,

all employees had paid four per cent of their gross wages and salaries into the retirement fund.

The basis upon which retirement allowances are paid was changed in that the allowance is now calculated upon an employee's average yearly salary during the 10 consecutive years of highest salary. Previously, the allowance was based upon the employee's average salary after March 31, 1944. The amount of allowance is determined by multiplying one-fiftieth of the employee's average yearly salary by the number of years of service not exceeding 35, with a minimum of \$360 and a maximum of \$2,000.

Similar changes were made with regard to the superannuation schemes of teachers and other public service employees and employees of the Liquor Board.

### Civil Rights

The section of the Bill of Rights Act which provided that any person who deprives another of a right conferred by the Act may be restrained by an injunction was repealed and redrafted.

The Act first sets out certain rights to which every person is entitled, and goes on to enumerate other rights which every person shall enjoy without discrimination because of race, creed, religion, colour, or ethnic or national origin.

The revised section divides the rights conferred by the Act into these two groups in providing for the restraint of any deprivation of such rights by court injunction.

The section now states that every person who deprives or attempts to deprive another of any right under Sections 3-7 inclusive (right to freedom of conscience, to free expression, to free association, to freedom from arbitrary imprisonment and the right to vote) or of any right under Sections 8-13 inclusive because of race, colour, creed or national origin (right to employment, to engage in business, to own and occupy property, to obtain accommodation in hotels, theatres, etc., right to membership in professional societies or trade unions, and right to education) may be restrained by injunction. As there is no reference to Section 14 which prohibits the publication or display of any discriminatory material, it would appear that the Act does not provide for the use of injunctions to restrain any person contravening that section. Penalties are provided as before for any infringement of the Act.

### Miscellaneous

An amendment to the Hospital Standards Act, 1949, which provides for the inspec-

tion of approved hospitals and for payment to them for services rendered under the Hospitalization Act, empowers the Lieutenant-Governor in Council to make regulations with respect to the definition of "nursing students in hospitals," "student X-ray technicians in hospitals," "student laboratory technicians in hospitals" and other classes of hospital employees not affected by orders of the Minimum Wage Board. The Lieutenant-Governor in Council may also make regulations respecting the conditions under which such classes of persons may be enrolled or employed in hospitals. (See page 1010 of this issue.)

The number of Government agencies which may be garnisheed under the Attachment of Debts Act with respect to moneys due or accruing to any Government employee not employed by the day or hour was extended by an amendment to the Act, to include, in addition to the Government of the Province, any Crown Corporation established by or under any Act of the Legislature, the Department of Telephones and Telegraphs, the Saskatchewan Power Commission, the Liquor Board and the Workmen's Compensation Board.

The Credit Union Act, 1948, was amended to provide that labour organizations may become members of credit unions for deposit or borrowing privileges or both.

An amendment to the Public Service Act, 1947, provides that where a member of the Executive Council designated by the Lieutenant-Governor in Council has entered into a collective agreement within the meaning of the Trade Union Act, 1944, with a trade union representing a majority of the employees in any unit of employees in the public service, the agreement, as long as it remains in force and as amended from time to time, regardless of the provisions of the Public Service Act or any regulations issued under it, shall be of full force and effect with respect to the employees to whom it applies.

### Resolutions

A resolution adopted on March 16, 1951, approved in principle the amendment to the British North America Act proposed by the Government of Canada following the Dominion-Provincial Conference of December, 1950, designed to permit the Parliament of Canada to make laws in relation to old age pensions in Canada, and authorized the Lieutenant-Governor in Council to approve any such amendment.

A second resolution was carried on the same day authorizing the Lieutenant-Governor in Council to approve a further amendment to the BNA Act which would grant to the Province the power to raise

revenue for provincial purposes by an indirect tax within the Province on the sale of goods (except goods sold for shipment outside the Province), at a rate not exceeding three per cent of the sales price.

## Recent Regulations Under Dominion and Provincial Legislation

*Regulations under the Canada Shipping Act enabled Canada to ratify four maritime Conventions of the International Labour Conference. The Quebec Minimum Wage Commission has made a special Order covering wholesale foodstuffs establishments. This Order establishes as a legal minimum throughout the Province the wage rates and other working conditions which had previously been fixed for workers in the food manufacturing and wholesale trade in the Quebec City area by a decree under the Collective Agreement Act.*

*The Manitoba Fair Wage Schedule for 1951-52 shows an increase in the minimum hourly rates for the majority of classes of workers engaged in public and certain private construction projects. In Saskatchewan, new regulations under the Hospital Standards Act prescribe working conditions for student nurses, student X-ray and laboratory technicians and other classes of hospital employees not covered by Minimum Wage Orders.*

### DOMINION

#### Canada Shipping Act

As a result of a 1948 amendment to the Canada Shipping Act authorizing the Governor in Council to make regulations to give effect to the provisions of four maritime Conventions\* adopted at the 28th session of the International Labour Conference, 1946, new regulations concerning the welfare of Canadian seamen on sea-going ships were made by Orders in Council of May 5, 1950. Following this legislative action, Canada ratified the four Conventions (L.G., April, 1951, p. 496) which were registered by the International Labour Office on March 19, 1951.

The regulations summarized below relate to food and catering for ships' crews, the certification of ships' cooks and of able seamen, and to the medical examination of seamen. "Ship", as defined in the regu-

lations, "means a ship that is registered in Canada and is engaged in a foreign voyage or in a home-trade voyage extending south of the thirty-sixth parallel of north latitude and is engaged in the transport of cargo or passengers for the purpose of trade". The regulations also cover foreign-going ships belonging to the Government of Canada and registered in Canada.

Penalties are provided in all of the regulations for violation of their provisions.

The *Ships' Crews Food and Catering Regulations* (P.C. 1482) are intended to ensure the provision of adequate food and water supplies on a ship before a voyage is undertaken. The food must be suitable in respect of quantity, nutritive value, quality and variety. A schedule to the regulations prescribes the amount of rations which must be supplied weekly to each member of the crew and sets out the conditions and exceptions to be observed in applying the scale. The construction, location, ventilation, heating, lighting, water system and equipment of galleys and other catering department spaces, including storerooms, refrigeration chambers and messes, must be such as to permit of the service of proper meals.

\*No. 68—Food and Catering (Ships' Crews) Convention, 1946.

No. 69—Certification of Ships' Cooks Convention, 1946.

No. 73—Medical Examination (Seafarers) Convention, 1946.

No. 74—Certification of Able Seamen Convention, 1946.



The regulations require the master of a ship or other officer designated by him, together with a responsible member of the catering department, to make a weekly inspection of the supplies of food and water and of all spaces and equipment used for their storage and handling, and also of the galley and other equipment used for the preparation and service of meals. A record of the weekly inspections must be available to the inspector on request.

An inspector may at any time make a similar inspection of the ship to ensure that the regulations are being complied with. Following his inspection the inspector may make an order requiring that such improvements as he considers necessary in the catering department be made within a prescribed time and every person to whom the order is directed must comply with it.

If the Minister of Transport receives a written complaint at least 24 hours before a ship is scheduled to leave port from not less than five members of the crew, or on behalf of a recognized organization of ship owners or seafarers, he may authorize an inspector to make a special inspection.

Under the *Certification of Ships' Cooks Regulations* (P.C. 1483), which will become effective two years after the date of issue, no person may be engaged in Canada as cook on board a ship unless he holds a certificate of qualification as ship's cook. Exemptions are permitted, however, if in the opinion of the Minister, there is an inadequate number of certificated ships' cooks on any ship.

To qualify for certification as ship's cook a person must be 18 years of age and have passed the prescribed examination. In addition, he must have served at sea as cook's helper for at least 12 months and have completed a minimum of three months' training in an approved training school for cooks or, as an alternative, if the Minister agrees, he must have spent at least 12 months in such schools.

The Minister is empowered to prescribe examinations and to grant certificates of qualification. The examination must provide a practical test of the candidate's ability to prepare meals, a test of food values, the drawing up of varied and properly balanced menus, and the handling and storage of food on board ship.

If a seaman can prove to the satisfaction of the Minister that he has served as a ship's cook for two years before these regulations come into force, he may be granted a certificate of service which will be equivalent to the certificate of qualification required under these regulations.

Certificates of qualification or of service as ships' cooks, issued outside of Canada in accordance with the provisions of the *Certification of Ships' Cooks Convention, 1946*, will be accepted in place of the certificates granted under the regulations.

Certificates of qualification or of service may be endorsed by the Minister at any time to indicate that the holder has completed a refresher course in an approved training school for cooks.

The *Certification of Able Seamen Regulations* (P.C. 1481) require a person engaged in Canada on any vessel as an able seaman to hold a certificate of qualification.

To qualify as an able seaman a person must be 18 and have served at sea in the deck department for at least 36 months. If he has had only 24 months' actual service but has successfully completed a course in an approved training school, the Minister may permit such training time, or part of it, to be reckoned as sea service. An applicant for certification must also have successfully passed an examination. The Minister may, however, grant a certificate of qualification as an able seaman to a person who has served for 18 months on an approved sea-going training ship.

A candidate for examination must satisfy the examiner both by oral examination and by actual demonstration as to his knowledge of seamanship and his ability to carry out effectively any of the duties required of an able seaman, including that of a lifeboatman. He must demonstrate, too, that

- (a) he has been trained in all the operations connected with the launching of life boats and life rafts . . . ;
- (b) he is acquainted with the practical handling of boats under oars or sails under all conditions, and he is able to name the parts and equipment thereof and knows their use;
- (c) he is capable of taking command of a boat's crew;
- (d) he knows the nautical terms in common use; is able to read the compass either in degrees or points according to his experience; has a general knowledge of the Rules of the Road at sea, and distress signals; understands steering orders and the use of the engine room telegraph;
- (e) he is able to make the principal knots, bends, hitches and splices in common use, including the hitches used for the rigging of stagings; he is able to reeve the purchases in common use and understands their purpose; and
- (f) he is able to give satisfactory answers to any other questions pertaining to ship's routine and the duties of an able seaman that the examiner may ask.

Certificates of qualification may be granted to any person who can prove by certificates of discharge, or other proof satisfactory to the Minister, that at the time of the ratification by Canada of the Certification of Able Seamen Convention, 1946, he has served at least three years before the mast on a sea-going ship. The employment of fishermen, however, on decked deep-sea fishing vessels may only count as sea service up to the period of two years of such employment and a certificate will be granted only if the applicant proves that he had at least one year's sea service in a trading vessel in addition to two or more years' sea service on a decked deep-sea fishing vessel.

Certificates of qualification as able seamen granted in other countries that have ratified the 1946 Convention will be recognized in Canada as equivalent to the certificates granted under the regulations.

The *Medical Examination of Seafarers Regulations* (P.C. 1480) stipulate that no person may be engaged as a seafarer unless he furnishes a certificate of fitness for the work for which he is to be employed.

For a period of two years following the effective date of these regulations, however, a person may be engaged as a seafarer without a medical certificate if he can furnish evidence that he has been employed in a sea-going ship for a substantial part of the previous two years. Persons employed on vessels of less than 200 gross tons and on fishing vessels do not require a medical certificate.

"Seafarer" is defined in the regulations as a person who is engaged in any capacity on board ship, except

- (1) a pilot who is not a member of the crew;
- (2) persons employed on board by an employer other than the shipowner, except radio officers or operators in the service of a wireless telegraph company;
- (3) travelling dockers or longshoremen who are not members of the crew;
- (4) persons employed in ports who are not ordinarily employed at sea.

A certificate of fitness must be signed either by a medical officer of the Department of National Health and Welfare or by a medical practitioner authorized by the Minister of Transport or in the case of a certificate solely concerning sight by a person properly authorized to issue such a certificate.

Applications for examination must be made on a form approved by the Minister and must bear the signature of the applicant and of the shipping master, shipowner, or his agent, or of a master.

The medical examination will consist of

a complete physical examination. Every two years thereafter a chest X-ray and blood test for venereal disease is required. The certificate must indicate

- (a) that the hearing and sight of the person and, in the case of a person to be employed in the deck department (except for certain specialist personnel, whose fitness for the work which they are to perform is not liable to be affected by defective colour vision), his colour vision, are all satisfactory; and
- (b) that he is not suffering from any disease likely to be aggravated by, or to render him unfit for, service at sea or likely to endanger the health of other persons on board.

A person may be re-examined at his own request 18 months after the issue of his last certificate if he can furnish satisfactory evidence that he is still actually employed as a seafarer. If the owner or his agent requests re-examination of any person, it may take place, with the approval of the Minister, six months from the last examination. If upon re-examination a person is found unfit for the work for which he was employed, he must surrender his certificate to the examining medical officer for cancellation. If he fails to do so, the examining officer is required to notify the Minister and the owner of the results of the re-examination, thereby cancelling the certificate.

A shipowner or an association of shipowners may at their own expense provide for the physical examination of seafarers at any time.

Unless cancelled, a medical certificate remains in force for two years from the date of issue and for six years if it relates to colour vision. If the expiration date occurs during the course of a voyage, the certificate will be considered valid until the end of the voyage.

In urgent cases the Minister may permit the employment of a seafarer without a certificate for a single voyage only, during which period the terms and conditions of his employment must be the same as those of seafarers in the same category holding a medical certificate.

A person who after examination has been refused a certificate may apply for a second examination by a medical referee appointed by the Minister of National Health and Welfare at the request of the Minister of Transport.

An Advisory Board of three members, one appointed by the Minister of Transport, and one by each of the Ministers of Labour and of National Health and

Welfare, will be established to advise the Minister on any question arising under this regulation.

## PROVINCIAL

### Manitoba Fair Wage Act

#### *Fair Wage Schedule for 1951-52*

The annual schedule of minimum rates of wages and maximum hours of work prescribed by the Fair Wage Board for certain public and private construction work in Manitoba (Reg. 16/51) was gazetted on April 28 and will be in effect from May 1, 1951, to April 30, 1952. The schedule is chiefly based on provisions of existing collective agreements and it is stipulated that it may be amended to meet war emergency conditions by agreement between the parties affected and that the changes must be approved by the Minister of Labour and published in the *Manitoba Gazette*.

"Public Work" includes public work authorized by the Minister of Public Works for the execution of which a contract has been entered into between the Minister of Public Works and an employer.

"Private Work", as defined in the Act, means the construction, remodelling, demolition or repair of any building or construction work in the Greater Winnipeg Water District, or of any such work, irrespective of the number of contracts made, in any city or town with a population exceeding 2,000, or in any other part of the Province to which the Act may be extended by the Lieutenant-Governor in Council, provided that the total cost of such work exceeds \$100.

As before, different rates are set for three Zones, "A", "B", and "C", but for the first time public work as well as private work will be covered by the rates fixed for Zones "B" and "C", and it is stipulated that Zone "B" rates are applicable to the town of Flin Flon. The maximum hours per week in all public and private construction work in Flin Flon are fixed at 48.

Zone "A" rates apply to public and private work in the city of Winnipeg and a 30-mile radius. Zone "B" rates apply to public work in all parts of the Province except where Zone "A" or Zone "C" rates apply; to private work in cities and towns with a population of over 2,000; and to the town of Flin Flon. Zone "C" rates apply to public and private work within the city of Brandon.

All the minimum hourly rates in Part I of the schedule were raised except those for mastic floor spreaders and layers in Zone "B" and watchmen in Zone "C". The increases vary from 3 to 25 cents an hour. Rates were set for the first time for helpers of passenger and freight elevator constructors. With one exception, a 40- rather than a 44-hour week for lathers in Zone "A", the maximum weekly hours remain the same as those fixed in last year's schedule.

Two rates are fixed for painters and decorators and for plumbers and pipe-fitters. Workers in these trades will receive an additional five cents an hour after August 31 and July 31, respectively, in accordance with recent collective agreements for these trades.

In Part II of the schedule the minimum rates for all classes of workers on public road and bridge works in those parts of the Province outside the limits of the city of Winnipeg were raised by either 5 or 8 cents. The maximum hours of straight-time rates over each two-week period remain at 108.

As before, with respect to overtime, it is provided that time worked in excess of the standard weekly hours listed in the schedule must be paid for at not less than time and one-half the minimum scheduled rate and work on Sundays must be paid for at double time.

Vacation with pay stamps must be affixed by employers to the extent of 2 per cent of the total wages earned in each pay-period where construction work is performed in Greater Winnipeg.

The schedule follows:—

#### FAIR WAGE SCHEDULE

- Zone "A" Rates Apply: To both "public work" and "private work", as defined in the Act, in Winnipeg and a radius of thirty (30) miles.
- Zone "B" Rates Apply: (1) To "public work", as defined in the Act, in all other parts of the Province except where Zone "A" or Zone "C" rates apply.  
(2) To "private work", as defined in the Act, wherever the population exceeds 2,000 except where Zone "A" or Zone "C" rates apply.  
(3) In the Town of Flin Flon the minimum basic wage rate specified in Zone "B" applies but the maximum hours per week shall in all cases be 48.
- Zone "C" Rates Apply: To "public work" and "private work", as defined in the Act, in the City of Brandon.



# SCHEDULE "A"—PART I

The following schedule shall apply from and after May 1st, A.D. 1951, on "Private Work" and on "Public Works", as described above:

Occupation	Zone "A"		Zone "B"		Zone "C"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Min'm per hour	Max'm per week	Min'm per hour	Max'm per week	Min'm per hour	Max'm per week
1. Asbestos Workers—						
(a) Journeyman.....	\$1.45	40	\$1.45	48	\$1.45	48
(b) 1st Class Improvers.....	1.20	40	1.20	48	1.20	48
(c) 2nd Class Improvers.....	1.05	40	1.05	48	1.05	48
2. Bricklayers.....	1.85	40	1.70	44	1.75	44
3. Bridge and Structural Steel and Iron Workers...	1.55	44	1.55	44	1.55	44
4. Carpenters and Millwrights.....	1.65	40	1.50	44	1.55	44
5. Cement Finishers (in warehouse or large floor area jobs).....	1.00	48	.95	48	1.00	48
6. Electrical Workers (inside wiremen, licensed journeymen).....	1.65	40	1.50	48	1.55	48
7. Elevator Constructors (passenger and freight)...	1.60	40	1.60	44	1.60	44
Helpers.....	1.12	40	1.12	44	1.12	44
8. Building Labourers—						
(a) Assisting mechanics in the setting of cut stone, terra cotta, tile and marble, bending reinforcing materials, mixing mortar.....	1.00	48	.95	48	1.00	48
(b) General Building Labourers.....	.88	48	.83	48	.88	48
9. Lathers—						
(a) Metal.....	1.45	40	1.35	48	1.40	48
(b) Other than Metal.....	1.15	40	1.15	48	1.15	48
10. Linoleum Floor Layers.....	1.00	48	.95	48	1.00	48
11. Marble Setters.....	1.65	40	1.50	44	1.55	44
12. Mastic Floor Kettlemen.....	.88	48	.83	48	.88	48
13. Mastic Floor Rubbers and Finishers.....	.90	48	.88	48	.90	48
14. Mastic Floor Spreaders and Layers.....	1.10	48	1.05	48	1.10	48
15. Operating Engineers and Firemen on Construction—						
Class A: Engineers in charge of hoisting engines of three drums or more operating any type of machine, or operating clam-shells or orange peels, regardless of capacity; or operating steam shovels or dragline of one yard capacity or over, or operating drop hammer pile drivers; in all cases irrespective of motive power.....	1.50	48	1.30	48	1.40	48
Class B: Engineers in charge of hoisting engines having only two drums or a single drum, used in handling building material, or steam shovels and draglines not specified in "A" hereof; irrespective of motive power.....	1.45	48	1.25	48	1.35	48
Class C: Engineers in charge of any steam operated machine not specified in "A" or "B" hereof; or in charge of a steam boiler if the operation of same necessitates a licensed engineer under the provisions of "The Steam Boiler Act" or air compressor delivering air for the operation of riveting guns on steel erection work or pumps in caissons, or trenching machines or bull dozers over size D4 or equivalent; irrespective of motive power.....	1.35	48	1.20	48	1.30	48
Class D: Men firing boilers of machines classified in "A" "B" or "C" hereof or assisting engineers in charge of same.....	1.10	48	1.00	48	1.10	48
Class E: Operators operating concrete mixers over ½ yard capacity or bull dozers up to and including size D4 or equivalent; irrespective of motive power.....	1.10	48	1.00	48	1.00	48
Class F: Operators of gas or electric engines for machines not otherwise specified in "A" "B" or "C" hereof, of a type usually operated by skilled labourers.....	1.00	48	.90	48	.95	48
16. Painters, Decorators, Paperhangers and Glaziers (to Aug. 31, 1951).....	1.35	40	1.30	48	1.35	48
(Sep. 1, 1951 to April 30, 1952).....	1.40	40	1.35	48	1.40	48
Swing Stage and Spray Painters (to Aug. 31, 1951).....	1.45	40	1.40	48	1.45	48
(Sep. 1, 1951 to April 30, 1952).....	1.50	40	1.45	48	1.50	48
17. Plasterers.....	1.85	40	1.70	44	1.75	44
18. Journeymen of the Plumbing and Pipefitting Industry (to July 31, 1951).....	1.65	40	1.40	44	1.45	44
(Aug. 1, 1951 to April 30, 1952).....	1.70	40	1.45	44	1.50	44
Helpers.....	1.00	40	.90	44	.95	44
19. Roofers—Mop Handlers.....	.90	48	.88	48	.90	48
20. Sewer Construction Work:						
(a) Caisson Workers.....	1.00	48	.95	48	1.00	48
(b) Labourers.....	.88	48	.83	48	.88	48
(c) Pipe Layers.....	.95	48	.90	48	.95	48
(d) Tunnellers.....	.95	48	.90	48	.95	48

SCHEDULE "A"—PART I—*Concluded*

Occupation	Zone "A"		Zone "B"		Zone "C"	
	Basic Wage Rate	Hours	Basic Wage Rate	Hours	Basic Wage Rate	Hours
	Min'm per hour	Max'm. per week	Min'm. per hour	Max'm. per week	Min'm. per hour	Max'm. per week
21. Sheet Metal Workers.....	1.25	44	1.20	48	1.25	48
22. Shinglers.....	1.25	40	1.15	48	1.20	48
23. Stonecutters.....	1.57	44	1.47	48	1.57	48
24. Stonemasons.....	1.85	40	1.70	44	1.75	44
25. Terrazzo and Oxi-Chloride Workers—						
(a) Layers.....	1.45	40	1.45	48	1.45	48
(b) Machine Rubbers (Dry).....	1.00	48	.95	48	1.00	48
(c) Machine Rubbers (Wet).....	.88	48	.88	48	.88	48
26. Tile Setters (including all clay product tile and Vitrolite Glass).....	1.65	40	1.50	44	1.55	44
27. Tile Setters (asphalt, rubber and lino-tile).....	1.15	40	1.00	48	1.05	48
28. Timber and Crib Men Working on grain elevators or bridges doing the "crib work" on grain elevators, or rough timber work on bridges.....	1.10	48	1.10	48	1.10	48
29. Truck Drivers (while in charge of truck on construction work only).....	1.00	48	.95	48	1.00	48
30. Watchmen.....	.65				.60	

SCHEDULE "A"—PART II

PUBLIC ROADS AND BRIDGE WORKS

31. The following schedule shall apply from and after May 1st, 1951, on Public Works for highway, road, bridge or drainage construction where a contract has been entered into by the Minister of Public Works, in all parts of Manitoba outside the limits of the City of Winnipeg.

Occupation	Basic Wage Rate	Maximum hours of straight time rates over each two-week period
	Minimum Per Hour	
32. Aggregate Batch Man.....	\$ .88	108
33. Asphaltic Oil Distributor Driver.....	.90	108
34. Blade Grader (12 H.P. and over) Operator.....	.90	108
35. Concrete Finisher.....	.88	108
*36. Concrete Paver Operator.....	1.10	108
*37. Dragline, Shovel and Crane Operator.....	1.20	108
38. Elevator Grader Operator.....	.90	108
39. Engineer, Stationary Boiler.....	1.00	108
40. Labourers.....	.83	108
41. Motor Patrol Operator.....	.90	108
42. Roller Operator, 6 ton and over, steel wheels.....	.95	108
*43. Scraper and Bull Dozer Operator.....	1.05	108
44. Spreader and Finishing Machine Operator.....	.88	108
45. Teamsters.....	.78	108
46. Teamsters and Two Horse Teams.....	1.00	108
47. Teamsters and Four Horse Teams.....	1.25	108
48. Timber Men (timber work where use of hammers, saws, axes and augers only are required).....	.95	108
49. Tractor Operator, 50 h.p. drawbar or over.....	.90	108
50. Tractor Operator, under 50 h.p. drawbar.....	.83	108
51. Truck Drivers.....	.88	108
52. Watchman and Flagman.....	.70	

\*PROBATIONARY RATES

53. (1) Where a new employee agrees with his employer to prove his ability to operate one of these machines by a short trial period at a probationary rate, not later than the date upon which the employee starts work, the employer shall send to the Department, by registered mail, a letter signed by the employee and the employer, certifying that for a probationary period not exceeding 30 days, a rate of 15c. below the schedule rate has been agreed upon.  
 (2) Subsection (1) is applicable only to: Concrete Paver Operator, Dragline, Shovel and Crane Operator, Scraper and Bull Dozer Operator.

**Quebec Minimum Wage Act**

*Wholesale Foodstuffs Establishments*

A new special Order of the Quebec Minimum Wage Commission (Order 51), governing wholesale foodstuffs was approved

by Order in Council No. 351 on April 4 and gazetted on April 14. By resolution on April 25, however, it was suspended for three months, following representations from groups of employers.

The Order incorporates most of the provisions of a collective agreement which in 1946 was made binding on all employers and employees in the food products manufacturing and wholesale food trade in the district comprising Quebec City, Lévis, and municipalities within a 50-mile radius from their limits and which has been in effect since that time (L.G., 1950, p. 872 and p. 2066). The new Minimum Wage Order incorporating this agreement applies to the entire Province. It is to be noted, however, that it applies only to those workers who are *not* covered by the agreement since the Minimum Wage Act excludes all employees governed by a decree under the Collective Agreement Act. Until now, workers in the wholesale foodstuffs industries who were not covered by a collective agreement have been governed by General Minimum Wage Order 4 and the provisions of the General Order which are not inconsistent with the provisions of Order 51 will still apply.

In addition to fixing minimum rates for workers in these trades, the Order also fixes overtime rates, working hours, public holidays and vacations with pay. Special provisions cover commercial salesmen in the industry.

#### *Application*

The new Order covers establishments manufacturing food products for human consumption; those engaged in the wholesale or part wholesale trade of food products of all kinds including groceries, fish, eggs, butter, cheese, meat, fruits, vegetables, pickles, tea, coffee, preserves and candy; those engaged in wholesale or part wholesale trade of hay, flour, corn, and other food products for animals; plants where foodstuffs for animals are manufactured or prepared; and establishments where food products for human or animal consumption are warehoused.

Excluded from coverage are dairies, including those making butter or cheese; incubating and candling plants, 75 per cent of whose products are mainly distributed to wholesale or part wholesale stores; and stockyards and slaughterhouses selling mostly outside commercial establishments.

For the purpose of Order 51 the Province is divided into three zones: Zone I, Montreal, Laprairie, Longueuil, St. Lambert, Laval-des-Rapides and municipalities totally or partially on the Island of Montreal; Zone II, Quebec, Quebec West, Iberville and places with 10,000 people or over; and Zone III, the rest of the Province.

#### *Hours of Work*

The Order establishes a regular work week for three groups: (1) stationary enginemen and firemen, other than first-class enginemen; (2) office employees; and (3) the main group, all other employees.

For the main group of workers covered by the new Order, the minimum rates fixed apply to a regular work week of 48 hours the year round. Working hours are to be confined within the period between 7 a.m. and 6 p.m. on Monday to Friday, inclusive, with one hour off each day for lunch, and between 7 a.m. and noon on Saturday. For employees in establishments where meat mashes for foxes are prepared, during the period April 1-December 31, and for those engaged in the recovery of waste meat products throughout the year, the work week may be extended to 5 p.m. on Saturday.

For stationary enginemen and firemen other than first-class enginemen, the minimum rates apply to a 54-hour work week distributed between 7 a.m. and 7 p.m. with an hour for lunch from Monday until Friday, and between 7 a.m. and noon on Saturday. During the period from the beginning of the first full week in January to the end of the first week in April, however, such workers will work a regular work week of 48 hours. In places where fruits, vegetables and fish are handled, the regular work week for engineers is 53 hours; and in those making meat mashes, 54 hours. Where there are two or more shifts (except in packing houses and establishments where mashes and supplements are made), the regular work week of stationary enginemen and firemen other than first-class enginemen will be 56 hours distributed over seven days. However, these workers are entitled to a weekly rest-day which must fall on Sunday in rotation.

Office workers of both sexes will work a regular week of 43 hours, between 8 a.m. and 6 p.m. with an hour and a half for lunch five days a week and between 8 a.m. and noon on Saturday.

No regular work week is fixed for "occasional hands" in factories making food products (that is, persons not working the regular or standard work week or those employed temporarily on an hourly basis between June 1 and October 1), for common labourers (male and female), watchmen and boiler firemen, personnel and administration employees (above the rank of foreman or accountant), and enginemen working as first-class chief enginemen. These workers must be paid



the minimum rates fixed for them in the Order but, with the exception of occasional hands in food products factories, they are not entitled to any overtime remuneration.

#### *Overtime Rates*

Hours worked outside the daily hours stipulated, or in excess of 48 in a week, are considered overtime and must be paid for at the rate of time and one-half the worker's regular rate of pay. The overtime rate is to be applicable either to the daily or to the weekly excess, whichever is most beneficial to the worker. There are, however, a number of exceptions to this rule. These overtime rates are as follows:—

1. Male employees under 17—65 cents an hour.
2. Occasional hands—time and one-half the *minimum* hourly rate.
3. Office employees—time and one-half the regular rate after 43 hours in a week.
4. Stationary enginemen and firemen other than first-class chief enginemen in establishments producing meat mashes—straight time from 48 to 54 hours; time and one-half after 54 hours.

Stationary enginemen and firemen working a 56-hour week in other establishments (except packing houses)—an additional five cents an hour more than their basic rate; time and one-half after 56 hours.

5. Employees (except occasional hands) in plants producing food products during the seasonal rush period (not more than four consecutive months between June 1 and December 1)—straight time from 48 to 53 hours; time and one-half after 53 hours.
6. Production employees in plants making meat mashes—straight time from 48 to 53 hours; time and one-half after 53 hours.
7. Night shifts (a) In all establishments except packinghouses: Employees on night shifts working at least 45 hours in a week and doing other than office work—the minimum wage plus 10 per cent or, where the actual wage is higher than the minimum, the actual wage plus 10 per cent, up to 48 hours; time and one-half after 48 hours. Employees doing night work and working less than 45 hours outside the regular working hours of the day as set out in the Order—time and one-half for all time worked in excess of the regular hours.

(b) In packinghouses: All employees, except office employees, working on night shifts—the minimum wage plus 10 per cent or, where the actual wage is higher than the minimum, the actual wage plus 10 per cent for all time worked outside the regular daily hours of work as set out in the Order, up to the maximum of 48 hours; time and one-half after 48 hours.

Carriers, delivery men's helpers, and truck drivers and their helpers who are required to work an extra half hour at the end of the day need not be paid overtime rates but if they are required to work longer than half an hour overtime must be paid for.

#### *Public Holidays*

Regular employees must be granted and paid for eleven and one-half public and religious holidays. These are New Year's Day and the day following, Epiphany, Good Friday (until noon), Ascension Day, St. John the Baptist Day, Dominion Day, Labour Day, All Saints' Day, Immaculate Conception Day, Christmas and Boxing Day.

Double time must be paid to employees who are required to work on any of these holidays except for occasional hands in food products factories, labourers, watchmen and firemen, personnel employees and first-class enginemen. Manufacturers of meat mashes are required to pay their employees only time and one-half for work done on Boxing Day.

#### *Annual Vacations with Pay*

A vacation of one week with pay must be given between May 15 and October 15 to employees who have been employed for one year. Employees who on April 30 of any year have less than one year's service must be given one-half day for each month of service. If an employee terminates his employment, except for a justified dismissal, he must be granted vacation pay at the rate of two per cent of the wages earned from May 1 until the date he leaves work.

Employees in Zone I (Montreal and district) are entitled to two weeks' vacation with pay after five years' continuous service.

By agreement between the employee and employer, the holiday may be taken in 6 or 12 non-consecutive days, as the case may be, and, by agreement also, the employee may waive his vacation rights for equivalent remuneration. In the latter case, a copy of the agreement must be filed with the Commission within 15 days.

Instead of an annual vacation, occasional employees are entitled to two per cent of their earnings during the period of employment, to be paid in cash at the time they leave their work.

It is stipulated that the provisions of Minimum Wage Order 3 (the general Order governing vacations with pay)

which are not inconsistent with the holiday provisions of this Order will apply to employees in the wholesale foodstuffs trade.

### Minimum Rates

The following minimum rates are fixed by the Order for employees in the wholesale foodstuffs industry in the three Zones of the Province:—

	Zones		
	I	II	III
	Per week		
1. Slaughterer-boner .....	\$35.50	\$31.95	\$30.17
2. Butcher-boner:			
Apprentice:			
during first six months.....	22.00	19.80	18.70
during second six months.....	26.00	23.40	22.10
during the second year.....	30.00	27.00	25.50
during and after the third year.....	36.00	32.40	30.60
Competent .....	41.00	36.90	34.85
Foreman .....	45.00	40.50	38.25
3. Pork butcher:			
Apprentice:			
during the first six months.....	22.00	19.80	18.70
during second six months.....	26.00	23.40	22.10
during the second year.....	30.00	27.00	25.50
during and after the third year.....	36.00	32.40	30.60
Competent .....	41.00	36.90	34.85
Assistant-foreman .....	43.00	38.70	36.55
Foreman .....	45.00	40.50	38.25
4. Departmental manager in packing houses.....	55.00	49.50	46.75
5. Departmental manager in packing houses (small goods department) .....	48.00	43.25	40.80
6. Feeding meat cook and presser.....	37.50	33.75	31.86
7. Dry-curer:			
Apprentice:			
during the first six months.....	22.00	19.80	18.70
during second six months.....	26.00	23.40	22.10
during the second year.....	30.00	27.00	25.50
during and after the third year.....	36.00	32.40	30.60
Competent .....	41.00	36.90	34.85
Foreman .....	45.00	40.50	38.25
8. Stationary engineman:			
Chief:			
first class .....	62.00	55.80	52.70
second class .....	53.00	47.70	45.05
third class .....	47.00	42.30	39.95
Engineman:		Per hour	
second class .....	0.89	0.80	0.76
third class .....	0.79	0.71	0.67
fourth class .....	0.74	0.67	0.63
Fireman and engineman's helper.....	0.64	0.58	0.54
9. Carpenter-joiner .....	0.83	0.75	0.71
		Per week	
10. Departmental manager (excepting packing houses).....	37.50	33.75	31.86
11. Egg grader:			
first year .....	28.00	25.20	23.80
second year .....	30.00	27.00	25.50
third to fifth year .....	32.00	28.80	27.50
fifth year and thereafter .....	36.00	32.40	30.60
12. Sales clerk:			
first year .....	24.00	21.60	20.40
second year .....	26.00	23.40	22.10
third year .....	32.00	28.80	27.20
fourth year and thereafter.....	37.00	33.30	31.45
13. Butter and cheese conditioner.....	38.00	34.20	32.30
14. Truck driver .....	35.50	31.95	30.17
		Per hour	
15. Truck driver for food products factories.....	0.74	0.67	0.63
16. Confectioner .....	0.78	0.70	0.66
17. Assistant-confectioner .....	0.72	0.65	0.61
18. Foreman or departmental manager in food products factories.....	0.82	0.74	0.70
		Per week	
19. Foreman-head shipper .....	39.50	35.55	33.57
20. Assistant-foreman, assistant-head shipper.....	37.50	33.75	31.86
		Per hour	
21. Shipper in food products factories.....	0.76	0.68	0.65

	Zones		
	I	II	III
	Per week		
22. Butter cutter .....	30.00	27.00	25.50
23. Butter wrapper and packer.....	25.00	22.50	21.25
24. Night watchman:			
(minimum per week).....	27.00	24.30	22.95
(per hour) .....	0.50	0.45	0.43
25. Junior employee (not handling heavy merchandise).....	20.00	18.00	17.00
26. General hand, not in packing houses or food products factories:			
Under 17 years of age:			
first three months.....	22.00	19.80	18.70
after three months of service.....	25.00	22.50	21.25
17 years of age.....	27.00	24.30	22.95
18 years of age.....	30.00	27.00	25.50
19 years or older .....	33.50	30.15	28.47
27. General hand, packing houses.....	36.00	32.40	30.60
28. General hand, food products factory:			
Less than one year of service.....	0.62	0.56	0.53
One year or more of service.....	0.69	0.62	0.59
29. Occasional hand, male (June 1 to October 1).....	0.59	0.53	0.50
	Per week		
30. Order employee, receiving clerk.....	35.50	31.95	30.17
	Per hour		
31. Common labourers, male and female, furnace fireman.....	0.60	0.54	0.51
32. Millwright .....	0.78	0.70	0.66
	Per week		
33. Miller or mixer operator.....	37.50	33.75	31.86
34. Warehouse female personnel outside the office staff (excepting packing houses and food products factories):			
Less than two months.....	18.00	16.20	15.30
Two months and more but less than one year.....	19.00	17.10	16.15
One year or more.....	21.00	18.90	17.85
35. Warehouse female personnel (outside the office staff) in packing houses:			
Less than two months.....	18.00	16.20	15.30
Two months or more but less than one year.....	19.00	17.10	16.15
During second year.....	21.00	18.90	17.85
During and after third year.....	23.00	20.70	19.55
36. Warehouse female personnel (outside the office staff) in food products factories:			
Less than one year of service.....	0.38	0.34	0.33
One year of service or more.....	0.44	0.40	0.37
37. Occasional hand female (June 1 to October 1).....	0.42	0.38	0.36
38. Roaster .....	0.76	0.68	0.65
39. Warehouse occasional hand male .....	0.75	0.68	0.64
Warehouse occasional hand female .....	0.42	0.38	0.36
40. Cooper .....	0.83	0.75	0.71
Apprentice-cooper:			
first year .....	0.40	0.36	0.34
second year .....	0.55	0.50	0.47
third year .....	0.70	0.63	0.60
	Per week		
41. Accountant .....	43.00	38.70	36.55
42. Assistant-accountant .....	40.50	36.45	34.42
43. Accountant-cashier .....	38.50	34.65	32.72
44. Junior clerk .....	15.00	13.50	12.75
45. Office messenger .....	17.00	15.30	14.45
46. Office female staff (excepting stenographers):			
during first year .....	17.00	15.30	14.45
during second year .....	20.00	18.00	17.00
during and after third year.....	23.00	20.70	19.55
47. Administration personnel .....	50.00	45.00	42.50
48. Stenographer-typist:			
during first year .....	20.00	18.00	17.00
during second year .....	23.00	20.70	19.55
during and after third year.....	26.00	23.40	22.10
	Per hour		
49. Office occasional hand.....	0.65	0.59	0.55
	Per week		
50. Book-keeper or office clerk:			
during first year .....	20.00	18.00	17.00
during second year .....	22.00	19.80	18.70
during third year .....	24.00	21.60	20.40
during fourth year .....	27.00	24.30	22.95
during fifth year .....	30.00	27.00	25.50
during sixth year .....	32.00	28.80	27.20
during seventh year .....	34.00	30.60	28.90
during and after eighth year.....	37.00	33.30	31.45



It is stipulated that these rates must be paid even if the business hours in the establishment are less than those fixed above as constituting the standard work week, or if a public holiday occurs in the week. However, in Zones II and III, if the work week of an establishment is less than the regular work week on which the minimum rates are based but not by more than six hours, the employer may pay his employees the hourly minimum rate fixed for their classification of employment instead of the weekly rate. Overtime wages earned by the employee during the week must be paid to him at the same time as he receives his regular wages for the same period.

In packing houses, workers in the drying, curing, pork-butcher and butchery-boning departments must be divided into three classes of employees, competent (certificated) employees, apprentices and general hands. Rules are set out for classifying these employees according to the number of workers.

The employer is responsible for the cost and upkeep of all uniforms which he requires the employees to wear.

#### *Commercial Salesmen*

Special rates of wages and working conditions are fixed for commercial salesmen or representatives.

Commercial salesmen are required to work a five-day week, Monday to Friday, inclusive, and on Saturday morning they must report to the employer's office to give an account of the week's work and expenses, and to receive instructions.

The minimum rates set for a commercial salesman apply whether he is paid a fixed wage, or a fixed wage and commission based on his turnover, but do not apply if the salesman is paid only on a commission basis.

The minimum rates are:—

In Zone I—	Per week
First six (6) months of selling experience in the line.....	\$22.00
Second six months of the 1st year	25.00
During the second year .....	28.00
During the third year .....	32.00
During and after the fourth year	37.00

In Zones II and III—

The same rates as those of Zone I less 10 per cent.

If the salesman is paid on a fixed wage and commission basis, his remuneration must be adjusted at least once a year or when his employment comes to an end. The employer must pay for three meals a day, suitable lodging and other necessary travelling expenses. If a salesman is ill, the employer may replace him for not more than 60 days by another employee

without being required to pay the latter the minimum wages fixed for commercial salesmen.

The general provisions of the Order regarding public holidays and annual vacations with pay are applicable to commercial salesmen.

Except in cases of serious misconduct, notice or the equivalent in wages must be given when employment is terminated. Either employee or employer must serve notice of termination of employment. The period of notice required to be given corresponds to the length of the pay period.

Commercial salesmen who work for several employers are not covered by the Order unless an agreement is made in writing by the salesman and all the employers that a proportion of the wage be paid by each employer and such agreement is forwarded to the Minimum Wage Commission. The wage to be paid according to the agreement will be distributed among the various employers, taking into account the proportion of travelling expenses paid by each employer and the proportion of time spent in the service of each.

#### **Saskatchewan Electrical Inspection and Licensing Act**

Effective from June 1, 1951, the inspection fees payable under the above Act were raised. The fees apply to the inspection of electrical installations and the installing of electrical equipment by electrical contractors, employers and other persons, and to the inspection of electrical equipment stocked by supply houses and retail dealers. The change was made by issuing a new Schedule "A" under an Order in Council (804/51) of April 24, gazetted May 5.

#### **Saskatchewan Health Services Act**

The list of dental services which may be provided to social aid recipients under the Health Services Act was revised and appended to the regulations as Schedule "A" by an Order in Council (769/51) of April 20, gazetted April 28, and retroactive to April 1.

#### **Saskatchewan Hospital Standards Act**

##### *Working Conditions of Student Hospital Employees*

A 1951 amendment to the Hospital Standards Act, effective May 1, authorized the Lieutenant-Governor in Council to determine the conditions under which student nurses, student X-ray technicians,

student laboratory technicians and other classes of hospital employees who are not covered by Minimum Wage Orders, may be employed or enrolled as students in hospitals. As a result of this amendment, regulations were issued under an Order in Council (S25/51) of April 27, gazetted May 12, setting out the minimum rates of pay, hours of work, holidays and other working conditions for student nurses, and student X-ray and laboratory technicians employed in approved hospitals. Student nurses are covered during a three-year training course and student X-ray and laboratory technicians only during the first year of employment. The regulations incorporate the rates of pay and working conditions authorized for such employees in special licences issued under the Minimum Wage Act. Section seven of that Act permits the Minister, on the recommendation of the Chairman of the Minimum Wage Board, to issue a licence to a learner, apprentice or handicapped employee, authorizing employment under conditions prescribed and permitting a wage less than the minimum.

The minimum rates of pay fixed by the regulations for student nurses are \$6 a month for the first year, \$8 a month for the second year and \$10 a month for the third year. Full maintenance must be provided, and uniforms, including caps, smocks and aprons, must be supplied, laundered and repaired by the hospital without charge. A student nurse must not be charged a tuition fee nor may deductions be made from her wages for breakages.

Student laboratory technicians and student X-ray technicians must receive at least \$30 a month for the first three months of employment, \$40 for the second three months, \$50 for the third three months and \$60 for the fourth three-month period. Overtime after 8 hours in a day and 44 in a week must be paid for at the rate of at least 50 cents an hour. Uniforms or any special articles of clothing which may

be required must be supplied, repaired and laundered free of charge and any meals taken on the premises must be supplied without cost. A student laboratory technician must be employed under the direct supervision of a laboratory technician registered with, or a person approved by, the Canadian Society of Laboratory Technologists, and similarly, a student X-ray technician must, during his employment, be supervised at all times by an X-ray technician registered with the Canadian Society of Radiological Technicians.

Eight public holidays are granted to the student employees covered by the Order. If the employee is employed in a month in which a holiday occurs and is not required to work on the holiday, he must receive a full month's wages at his regular monthly rate. For work done on a holiday the employee must receive, in addition to the regular monthly wage, wages at the regular rate for all time worked on the holiday or he may be granted equivalent time off at his regular rate of pay within four weeks. These provisions for public holidays are the same as those laid down for other hospital employees by Minimum Wage Orders.

Working hours of all employees covered by the regulations must be confined within a period of 12 hours in any one day. Half an hour, exclusive of regular working hours, must be granted for a meal eaten on the premises or a full hour for one eaten elsewhere.

Night work of female student nurses and technicians is forbidden, and unless they reside on the premises, hours of work may not begin or end between 12.30 a.m. and 6 a.m.

### **Saskatchewan Hospitalization Act**

Persons in mental hospitals will now receive benefits under the Hospitalization Act during the time that they remain in the institution by an Order in Council (766/51) of April 20, gazetted April 28.

# Unemployment Insurance

## Selected Decisions of Umpire Under the Unemployment Insurance Act

*Digest of selected decisions in appeals heard by the Umpire under the provisions of the Unemployment Insurance Act. Published in two series: (1) Benefit cases, designated CU-B, and (2) Coverage cases, CU-C.*

**Held: (1) That the provisions of Section 5 (2) (e) of the Benefit Regulations did not apply to the case of a claimant who had continual employment on a short-time basis and was temporarily separated from work on account of a declared holiday at his place of employment.**

**(2) That, inasmuch as he was engaged in a specific type of employment which required only three days' work each week, he was not, during that plant holiday, subject to the provisions of Section 29 (1) (c) of the Act for the days of the week on which he would have normally been unemployed.—CU-B 647 (February 19, 1951).**

### MATERIAL FACTS OF CASE:

The claimant, 71 years of age, had been employed as a mill worker in a sawmill on a full-time basis from 1939 to May 31, 1950. On June 1, 1950, he filed a claim for benefit wherein he stated that from then on he would be working only two or three days a week and requested payment of benefit for his compensable days of unemployment. The claim was allowed.

On July 13, 1950, the local office reported that the period from July 3 to July 15, 1950, was a declared holiday at the sawmill where the claimant was employed on a regular pattern of three days a week (Mondays, Tuesdays and Wednesdays), and that he was entitled to one week's holidays with pay.

The insurance officer was of the opinion that the claimant was not entitled to benefit for the first week of the plant holiday because, pursuant to the provisions of Section 5 (2) (e) of the Benefit Regulations, he was deemed not to be unemployed for that period.

The claimant appealed to a court of referees which upheld the decision of the insurance officer. With leave granted, the claimant appealed to the Umpire.

Following the Umpire's request for further particulars as to the claimant's employment, it was established that up until June, 1950, the claimant's work was that of handling heavy timbers; at that time the employer and the claimant agreed that, in view of his age and of the heavy work he had to perform, it would be preferable if he were transferred to the lighter duties of doing odd jobs around the mill. Although the claimant was capable of performing full-time work in these lighter duties, there was not more than three days' work available and as a consequence, the claimant worked only on Mondays, Tuesdays and Wednesdays.

### CONCLUSIONS:

The claimant has continual employment on a short-time basis with ..... Lumber Co. Ltd. Therefore his temporary separation from work on account of the two weeks' plant holiday was not a "termination of employment" as that contemplated in Section 5 (2) (e) of the Benefit Regulations.

In view of his definite pattern of employment, he would have been unemployed for six days during those two weeks irrespective of the plant holiday and according to the recent information received, it would appear that he was in a grade, class or shift of workers by himself, being the only worker engaged on a short-time basis and performing odd jobs in and around the mill.

Under the circumstances, I consider that the days of the week that he normally worked at the mill, i.e., Monday, Tuesday and Wednesday were for him, during the plant vacation, a recognized holiday whereas the remaining three days of the week that he would normally have been unemployed constituted a period of unemployment.

The claimant therefore by virtue of Section 29 (1) (c) should have been



deemed not to be unemployed for the Monday, Tuesday and Wednesday of each week of the two weeks' plant holiday and the decision of the court of referees is modified accordingly.

**Held: That, during a vacation period at the mine where he was employed, a short-time claimant was subject to the application of the provisions of Section 29 (1) (c) of the Act as his employment, save for his irregular attendance, was in all other respects the same as that of the other workers.—CU-B 654 (February 23, 1951).**

#### MATERIAL FACTS OF CASE:

The claimant, 66 years of age, was employed as a coal miner on a short-time basis and was receiving benefit for his compensable days of unemployment. The mine closed down for the annual vacation period from July 3 to 15, 1950, and the claimant received vacation pay for one day only. The insurance officer was of the opinion that, by virtue of Section 29 (1) (c) of the Act, the claimant was deemed not to be unemployed for the period in question and disqualified him accordingly.

The claimant appealed to a court of referees which unanimously upheld the decision of the insurance officer.

The union appealed to the Umpire, contending that, as the claimant had been unable to accumulate vacation credits through no fault of his, he should be entitled to benefit for the vacation period.

#### CONCLUSIONS:

The relevant section of the Act reads as follows:—

29 (1) An insured person shall be deemed not to be unemployed

(c) on any day that is recognized as a holiday for his grade, class or shift in the occupation or at the factory, workshop or other premises at which he is employed unless otherwise prescribed;

The court of referees unanimously found that there was at the ..... Mine, for the period from July 3, 1950, to July 15, 1950, a "recognized holiday" within the meaning of the above quoted section and I cannot find any valid reason to differ with the court on this question of fact.

Inasmuch as the claimant was considered to be a short-time claimant, there was some doubt in my mind, however, when I first studied the case, whether the whole of that period was a "recognized holiday" for his grade, class or shift.

In a recent case (CU-B 647), I had decided that a short-time claimant, who was engaged in a specific type of employment which required only three days' work each week, was not, during a two weeks' plant holiday at the premises where he was so employed, subject to the provisions of Section 29 (1) (c) for the days of the week that he would have normally been unemployed.

In the present case, there were scant particulars as to the claimant's employment and there was a possibility that additional information might show that his case could be assimilated to that of the claimant in CU-B 647.

My doubt was dispelled, however, when I received the following report from the Commission, on February 14, 1951, which indicates that the claimant's employment, but for the fact that his attendance was irregular, was, in all other respects, the same as that of the other workers at the mine for whom the period from July 3, 1950, to July 15, 1950, was a recognized holiday:—

(The claimant) was short-time claimant and has worked last three years for present employer. Filed a claim 22 April, 1950. In April worked all possible days May lost seven days three of which he could have worked June lost two days when work was available worked from 17 July to 29 July 1950 when he was injured in mine has not worked since. Company does not provide special working hours for older workers they only work on days they feel able to.

As to the question of workers who are on holidays without pay being entitled to benefit, it has been laid down in previous decisions of the Umpire (CU-B 199, 310, 549), that for the purpose of Section 29 (1) (c), a distinction should not be drawn between the workers who receive pay during a vacation period and those who do not.

Under the circumstances the appeal is dismissed.

#### Local Office Area Descriptions

A description of the employment market characteristics of each of the more than 200 areas in which local employment offices are located was undertaken by the Unemployment Insurance Commission early last year. Known as *Local Office Area Descriptions*, their main purpose is to provide information in a usable and presentable form to local offices on local labour markets in other localities across the country, which they in turn can supply to applicants and employers.

A knowledge of the environment of local labour markets is of particular value in interpreting employment statistics, and in such employment office activities as movement of workers and measurement of labour surpluses and shortages.

Other departments of the Federal Government have also found the information contained in *Local Office Area Descriptions* useful in many of their activities, especially in the counselling of prospective immigrants to Canada, and in economic planning.

The descriptions comprise a map of the area and data on geographical location, population of the area and its distribution; climate; transportation; economic and industrial pattern; estimated size of labour force; list of the larger industrial employers, with the number of male and female workers on their payrolls; main occupations for male and female workers; seasonality of employment; living conditions—housing, educational, hospital and recreational facilities, churches, service clubs and associations, and cost of living.

## Unemployment Insurance Statistics, April, 1951\*

Initial and renewal claims for benefit filed in local offices of the Unemployment Insurance Commission in April, 1951, declined by about 31 per cent during the month, the monthly report on operations under the Unemployment Insurance Act, issued by the Dominion Bureau of Statistics, states. The total number of claims registered in April was 75,242, as compared with 109,764 in March. All provinces contributed to this decrease, with the percentage of decline ranging from three per cent in New Brunswick to 68 per cent in Prince Edward Island. Claims recorded in April, 1950, were slightly higher (80,028) than in April, 1951.

Ordinary claimants on the live unemployment register on April 30 totalled 136,848 (104,515 male and 32,333 female), compared with 184,538 (150,878 male and 33,660 female) on March 31, and 209,905 (161,763 male and 48,142 female) on April 30 one year ago.

Total persons having their claims still active at the end of the day, April 30, numbered 148,866; of these 992 were supplementary benefit claimants.

Adjudication centres disposed of 84,033 initial and renewal claims. Claimants entitled to benefit totalled 59,670. Claimants not entitled to benefit amounted to 24,363, of which 16,094 were claims not allowed due to insufficient contributions. Additional reasons for non-entitlement by claimants were: "voluntarily left employment without just cause" 4,758 cases; "not unemployed" 3,177 cases; and "refused offer of work and neglected opportunity to work" 1,602 cases.

Claimants receiving initial benefit payments during the month numbered 54,744, compared with 68,445 in March and 59,965 in April, 1950.

A total of \$7,679,160 was paid in compensation for 3,087,560 proven unemployed days, in comparison with \$10,467,147 for 4,192,575 days in March, and \$11,353,188 for 4,670,731 days for April one year ago.

Benefit payments recorded during the week April 28 to May 4 amounted to \$1,575,535 for 641,118 proven unemployed days in respect of 109,424 persons, while during the week March 31 to April 6 they totalled \$2,184,959 for 873,101 days in respect of 147,162 beneficiaries, and in the week April 29 to May 5, 1950, 186,093 payments were made, amounting to \$2,674,615 in respect of 1,105,293 days.

The average daily rate of benefit for the week April 28 to May 4 was \$2.46. For the week March 31-April 6, it was \$2.50, while \$2.42 was the average for the week April 29-May 5, 1950. The average duration of compensated unemployment for all weeks under review was 5.9 days.

### Supplementary Benefit

Although no initial claims received on or after March 22 were referred for consideration as supplementary benefit claims, 4,239 claims pending at the end of March were considered for supplementary benefit in the month of April. During the month 8,256 claims also were adjudicated and of these 5,508 were entitled to benefit, 775 were disqualified and 1,973 were disallowed. Benefit payments amounted to \$672,505.

### Unemployment Assistance in Newfoundland

A total of 612 initial and renewal claims was received in April. Adjudications totalled 954, of which 300 were entitled to benefit, 571 were unable to establish the right to assistance, and 83 claimants were disqualified. Benefit payments amounted to \$143,346.

\* See Tables E-1 to E-7.

Commencing with this report, data on Unemployment Assistance in Newfoundland are no longer presented in detail. For the remainder of the period during which this scheme will be in force a short summary, as above, will be included.

### **Insurance Registrations**

Reports received from local offices of the Unemployment Insurance Commission

showed that during the month of April, 1951, insurance books were issued to 2,564,202 employees who had made contributions to the Unemployment Insurance fund since April 1, 1951, a decrease of 1,650,267 during the month.

As at April 30, there were 242,483 employers registered, representing a decrease of 1,041 since March 31.

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# Employment Conditions

An analysis of the current employment situation prepared by the Economics and Research Branch, Department of Labour, on the basis of returns from the National Employment Service, reports from the Dominion Bureau of Statistics, and other official information.

## May 1951 . . .

*. . . were pointing toward new post-war employment records as labour requirements expanded seasonally and in response to further defence preparations. Seasonal unemployment had almost entirely disappeared by the end of May. Labour shortages were growing in primary industries and continued unrelieved in the metalworking trades but short-time and temporary lay-offs disrupted some manufacturing industries.*

The strains on manpower and materials resulting from this year's heavy investment program, defence production and military requirements, and strong consumer demand, were reflected in labour market conditions during May. Evidences of manpower shortages appeared in the industries which were making seasonal additions to their labour forces, such as farming, construction and the logging industry. In manufacturing, the effect of credit restrictions, material shortages and high inventories, created considerable short-time work and temporary lay-offs, chiefly in Ontario and Quebec. With the accelerated production program in the basic industries and manufacturing, a greater load was thrown on the distributive industries and the labour requirements in these groups also increased in May.

The number of workers registered at National Employment Service offices dropped to 151,100 at May 31, a decline of 66,400 during the previous four weeks, and 103,300 over the year. The number of men seeking work had fallen to 101,400 while the number of vacancies reported by employers was rising steadily, reaching a total of 48,400 at the month-end. Registrations of women totalled 49,700 with employers placing orders for 17,700.

In agriculture, early labour needs for seeding were generally met, although scarcities of men were reported in some parts of Quebec, Ontario and Saskatchewan. In the Maritimes, generally an area of farm labour surplus, a tight labour market also existed in this industry in May. The farm labour situation in Alberta was eased by intermittent rains, which spread out the demand for workers. Immigration of farm workers

filled many of the requirements, with several hundred Italian farm labourers supplementing the somewhat lower volume of Displaced Persons available this year. Registrations with the National Employment Service indicated an excess of demand over supply, with 3,100 unfilled vacancies for farm hands against 600 work applications at the end of May.

Employment in logging was increasing both in British Columbia and in the east during May. Occupationally, there was a need for cutters and peelers, as well as for men for the drive in the eastern industry. Supply was limited by the movement of farm workers back to their summer occupations and by the fly season. As a result, there was a substantial shortage of bushworkers in all logging areas. At May 31, 12,600 unfilled vacancies were registered in logging and lumbering occupations in National Employment Service offices, with 2,000 applications at the same date.

Manufacturing employment was higher in aggregate during May, although interruptions in employment because of credit restrictions, material shortages, and seasonal factors were widespread. Short-time work was in evidence in much of the textile industry and lay-offs occurred in the automobile, electrical apparatus and British Columbia shingle industries during the month. Demand for labour was strong in the defence industries, pulp and paper plants, sawmills, and in most sections of the iron and steel group.

### Regional Analysis

Seasonal unemployment dropped sharply in *Newfoundland* during May with the

increased activity in fishing, construction, logging and water transportation. Registrations at Employment Service offices fell to 7,500 at the month-end, 11.1 per cent of the wage and salary workers as compared with 15.4 per cent a month earlier. Even though logging employment was much greater than a year ago—as much as ten times higher in the Grand Falls area—small surpluses of workers remained in a few areas. Construction work, in particular the building of defence installations and armed services living quarters, offered employment for many workers. Further opportunities will open up in Goose Bay where lack of accommodation was impeding hiring for United States defence construction.

Employment in the *Maritime* region showed a decided increase in May and the registrations for work at National Employment Service offices dropped to 4.1 per cent of the wage and salary workers of the region at the end of the month, compared with 6.3 per cent a month earlier. Fishing operations were in full swing and almost all processing plants were now geared for the season's run. Heavy summer cuts in logging were anticipated in Nova Scotia and New Brunswick, which were creating a particularly strong demand for workers. However, even the offer of increased wages and the willingness to train suitable inexperienced help had not drawn a sufficient number of workers to the industry. Construction of schools, colleges, hospitals, hydro projects and bridges provided jobs for many of the construction tradesmen, but private residential construction was slack compared with last year. Except for short-time in confectionery plants and the Halifax shipyards, employment in the manufacturing industries continued at a high level. Farm help was in demand during the month.

In the *Quebec* region, the manpower needs of farming, logging and construction created a strong demand for workers and the seasonally displaced were almost all re-employed. The supply of manpower for the advancing river drive was adequate but the demand for cutters for both local and northern United States woods, substantially exceeded the number available. Except for residential building, construction work was moving rapidly toward peak activity during May. Some slackening occurred in activity in manufacturing firms due to shortages of materials (affecting the steel-using industries) and scarcities of technical and skilled personnel, and to over-production; textile mills, clothing and footwear firms were affected by these difficulties. Activity in the shipyards was

stepping up, and the manufacturing of industrial chemicals was at capacity. Many Italian immigrants arrived during the spring to take up farm work so that no extensive shortages have developed in this field. Mining operations in the region returned to full activity, with employment virtually guaranteed for even suitable unskilled workers seeking jobs in the mines. Total registrations at National Employment Service offices dropped from more than 7 per cent of all wage and salary workers at the beginning of May to 4½ per cent at the month-end.

Labour shortages were developing in the *Ontario* region in farming, construction and manufacturing in the southern part and in lumber and pulp cutting in the northern districts, as registrations for work at Employment Service offices dropped to 2½ per cent of the total wage and salary workers at May 31—a percentage considerably lower than for Canada as a whole. Although some 800 Displaced Persons and Italian farm workers reached Ontario during May, the strong demand for full-time farm help continued to exceed the supply of workers. Some disturbance occurred in textiles and clothing, leather, automobiles, furniture and electrical appliances because of either shortages of materials or orders, and in iron and steel products industry because of shortages of skilled workers and disruptions caused by shifting from civilian to defence production. Aircraft production skills, machinists, toolmakers, turret lathe operators, moulders, coremakers and foundry help were scarce. Shipbuilding employment was expanding on a reduced scale because of material shortages.

Further expansion occurred in seasonal operations in the *Prairie* region during May. The pressure of many activities—the seeding of field crops, the river drive of the winter's cut of pulpwood, the rising tempo of building construction and railway maintenance and the increasing number of manufacturing establishments—combined to create a heavy demand for all types of male labour and stenographic skills. At the beginning of June, 4 per cent of the estimated wage and salary workers were registered with National Employment Service, following a drop of 46 per cent in applications during the month. In several areas there was a distinct general labour shortage caused partly by heavy demands for farm, unskilled construction and railway maintenance workers and also by emigration of workers to other areas. The demand for farm help was still acute in many sections, although the near completion of seeding had eased the

pressure. The construction industry showed remarkable strength despite the reported depressing effect of material shortages and credit curbs; the seasonally displaced were quickly returning to jobs although there were still small pockets of unemployment in the industry. Residential building had shown a decline in comparison with 1950, but the gap was being filled by the increase in defence and basic industry construction and resource development.

Employment in the *Pacific* region was at a high level during May and prospects for the immediate future were better than at any time during the past two years. Job applications at National Employment Service offices during the month dropped to 20,600 at May 31. The growing list of scarce skills now included miners, pulp and paper mill workers, loggers and metal workers. However, the reduction in unemployment during May was smaller than expected because of cutbacks in housing construction and lay-offs in shingle mills, in which there was again a condition of over-production with falling demand. As well, an increasing number of transients had moved into the area, attracted by the publicity given to the Aluminum Company project and other large undertakings. Work on most of these projects was still in the preliminary stages and hiring in volume was not expected to begin before the middle of June. Logging had fully recovered in most areas and shortages of skills were beginning to appear on the coast and on Vancouver Island. Increased work on woods machinery and the reconditioning of naval vessels caused a greater demand for moulders, machinists, engine fitters and boilermakers in Vancouver and Victoria. Shipyards were gradually increasing staff although peak employment on government contracts was not expected before next winter. All branches of mining continued fully active throughout the region.

## Employment Service Activities

Activity was very brisk at Employment Service offices throughout the country as thousands of workers displaced during the winter returned to their summer jobs. A record post-war high of 17,500 placements of men and 5,500 of women was made on an average each week in May, far exceeding the approximate 14,000 and 4,500 made in the same period last year. Placement of physically handicapped workers recorded a new high of 300 per week during the period March 15 to April 14. Detailed statistics released on placement activity during April showed that 16 per cent of the placements effected during that month were casual, that is placed in jobs of seven days duration or less.

During the four weeks May 3 to May 31, the number of applications for work remaining on file dropped from 217,500 to 151,100.

The rapid decline in applications from men brought the number continuing active at May 31 to slightly more than 100,000. At the same time employers were filing many orders for help with employment offices. By the end of May, more vacancies were on file for men than at any time since the fall months of 1947. Some 48,300 were in demand, a 93 per cent increase over last year at this time.

Applications from women showed only a minor reduction during the month, falling from 54,200 to 49,700. Although hiring in seasonal industries was bringing about a decline in registrations, this was offset to some extent by women applying for work in expanding defence industries. At the end of May, about five per cent of the female labour force was registered for work at employment offices. The percentage of male workers registered was much less, about two per cent. Nevertheless, the number of applications from women on file at the end of May was still less than at any time in 1950.



# PRICES AND THE COST OF LIVING\*

## Cost-of-Living Index

The Dominion Bureau of Statistics cost-of-living index increased from 182.0 to 184.1 between May 1 and June 1. Approximately two-thirds of this increase of 2.1 points or 1.2 per cent was contributed by higher food prices. The food index moved up from 235.4 to 239.8 as a result of advances in eggs, butter, pork and fresh vegetables, coupled with smaller increases for numerous other items. In the home furnishings and services group increases were fairly general, although higher prices for hardware and electrical equipment accounted for most of the change in this index from 194.9 to 197.1. In advancing from 201.5 to 202.5, the clothing series recorded the smallest advance since the beginning of the year. Changes in the group were small and scattered. The index of miscellaneous items rose 0.3 point to 141.0, following slight increases in health care, gasoline and street car fares. Reflecting the results of a June rental survey, the rent index advanced from 137.6 to 139.8. The fuel and light index remained unchanged at 146.2.

From August 1939 to June 1951, the increase in the cost-of-living index was 82.6 per cent.

## Cost of Living in Eight Cities

Cost-of-living indexes for the eight regional cities rose moderately between April 2 and May 1. Higher prices for items included in the clothing, home furnishings and services and miscellaneous series indexes were mainly responsible for the advances. An increase in electricity rates at Vancouver was reflected in a higher index for fuel and lighting. Food costs at all eight centres were lower, due largely to sharp recessions in butter prices from the plateau of the previous month. Meats were firmer at all centres except Vancouver, while eggs registered seasonal advances. Rents were not surveyed in May and the indexes remained unchanged.

Between April 2 and May 1 composite city cost-of-living index changes were: Montreal +0.9 point to 187.2; Edmonton +0.6 to 175.3; Saint John +0.5 to 177.4; Toronto +0.3 to 178.6; Vancouver +0.3 to 182.9; Halifax +0.2 to 169.4; Winnipeg +0.1 to 175.7; and Saskatoon +0.1 to 179.0.

\* See Tables F-1 to F-6.

## Wholesale Prices, April, 1951

The General Wholesale Price Index rose 0.2 per cent to 242.2 in April 1951, reflecting increases in five of the eight major groups. The largest group increase was registered by Wood Products, up 1.6 per cent to 293.6 due to higher prices for woodpulp and hardwoods and sales tax increases in furniture and wrapping paper. Iron Products rose 1.5 per cent to 204.5 in response to advances in pipe, hardware and steel scrap as well as increased sales tax on taxable items. Chemical Products, at 187.5, also recorded a rise of 1.5 per cent, due mainly to scattered increases among inorganic chemicals and drugs and higher prices for prepared paints. Copper and its products led moderate advances in Non-ferrous metals to move the index up 0.9 per cent to 175.9. Declines in citrus fruits, cocoa butter, potatoes, onions and hay were outweighed by increases in other vegetable products, notably grains, rubber products, livestock feeds and raw sugar, to raise the Vegetable Products index 0.5 per cent to 221.7. Animal Products moved down 1.9 per cent to 296.7 as sharp recessions in butter prices were accompanied by declines in hogs, cured meats and hides. A drop of 0.7 per cent in Textile Products was attributable wholly to lower prices for raw wool, both domestic and imported, and worsted yarns which outweighed increases in jute bags, sisal rope, silk machine twist and wool cloth. Non-metallic minerals receded 0.2 per cent to 169.0 as seasonal declines in sand, gravel and crushed stone combined with a drop in United States anthracite coal to overbalance increases in window glass, brick and cement.

Among important commodity price increases between March and April were the following: Tartaric acid 20.0 per cent, jute bags 18.3 per cent, raisins 17.8 per cent, steel scrap, turnings and borings 17.4 per cent, maple lumber, hard, 17.0 per cent, sisal rope 15.2 per cent, magnesium sulphate 14.5 per cent, birch lumber 14.3 per cent, silk machine twist 13.4 per cent, window glass, 24 oz., 11.7 per cent, sulphite pulp, bleached, 11.7 per cent. Among outstanding price decreases the following were recorded: butter, Calgary, 21.8 per cent, raw wool, Australian, 21.6 per cent, worsted yarn, 2 ply, 17.9 per cent, oranges 16.1 per cent, raw wool, western range, 14.8 per cent, beef hides, 13.5 per cent, milk, Halifax, 12.8 per cent, onions, No. 1, Ontario, 12.0 per cent, butter, Toronto, 11.4 per cent, hogs, Winnipeg, 10.2 per cent.

The index of Canadian Farm Products at terminal markets moved down 2.9 per cent to 256.6. This was due to a decline in Animal Products which dropped the index 4.5 per cent to 331.6 as butterfat, hogs

and raw wool receded sharply from earlier high levels. Advances in Ontario wheat outweighed small declines in potatoes and hay to move the Field Products index up 0.2 per cent to 181.6.

## STRIKES AND LOCKOUTS

### Canada, May, 1951\*

Strike idleness increased during the month, the number of strikes and lockouts being greater than in any month since October, 1947. The number of workers involved and the time loss were higher than for any other month since November of last year. While the number of strikes and lockouts and the number of workers involved were greater, the time loss remained moderate, with the cumulative total for the first five months of 1951 being well below that for the same period in 1950.

Preliminary figures for May, 1951, show 39 strikes and lockouts in existence, involving 6,560 workers, with a time loss of 34,902 man-working days, as compared with 19 strikes and lockouts in April, 1951, with 2,647 workers involved and a loss of 9,673 days. In May, 1950, there were 28 strikes and lockouts, involving 4,491 workers and a loss of 24,471 days.

For the first five months of 1951 preliminary figures show 99 strikes and lockouts, involving 23,254 workers, with a time loss of 95,351 days. In the same period in 1950 there were 65 strikes and lockouts, with 15,868 workers involved and a loss of 128,243 days.

Based on the number of non-agricultural wage and salary workers in Canada, the time lost in May, 1951, was 0.04 per cent of the estimated working time, as compared with 0.01 per cent in April, 1951;

\* See Tables G-1 and G-2.

0.03 per cent in May, 1950; 0.02 per cent for the first five months of 1951; and 0.03 per cent for the first five months of 1950.

Of the 39 strikes and lockouts in existence during the month, seven were settled in favour of the workers, seven in favour of the employers and eight resulted in compromise settlements. Five were indefinite in result, work being resumed pending final settlement. At the end of the month 12 strikes and lockouts were recorded as unterminated.

The record does not include minor strikes such as are defined in another paragraph nor does it include strikes and lockouts about which information has been received indicating that employment conditions are no longer affected but which the unions concerned have not declared terminated. Strikes of this nature which are still in progress are: composers, etc., at Winnipeg, Man., which commenced on November 8, 1945, and at Ottawa and Hamilton, Ont., and Edmonton, Alta., on May 30, 1946; cotton and rayon underwear factory workers at Sherbrooke, P.Q., May 11, 1950; laundry machinery factory workers at Toronto, Ont., June 16, 1950; cleaners and dyers at Toronto, Ont., October 4, 1950; and bookbinders at Toronto, Ont., February 20, 1951. Five electrical apparatus factory workers at Vancouver, B.C., who went on strike, May 11, 1950, returned to work May 17, 1951. Thirteen of the original 18 strikers obtained other jobs.

## Great Britain and Other Countries

The latest available information as to strikes and lockouts in various countries is given in the *LABOUR GAZETTE* from month to month. Statistics given in the annual review issued as a supplement to the *LABOUR GAZETTE* for April, 1951, and in this article are taken, as far as possible, from the government publications of the countries concerned.

### Great Britain and Northern Ireland

The British *Ministry of Labour Gazette* publishes statistics dealing with disputes involving stoppages of work and gives some details of the more important ones.

The number of work stoppages beginning in March, 1951, was 130 and 20 were still in progress from the previous month, making a total of 150 during the month.

In all stoppages of work in progress in the period there were 34,900 workers involved and a time loss of 143,000 working days was caused.

Of the 130 disputes leading to stoppages of work which began in March, 11, directly involving 2,200 workers, arose out of demands for advances in wages, and 49, directly involving 3,500 workers, on other wage questions; three, directly involving 100 workers, on questions as to working hours; 19, directly involving 3,500 workers, on questions respecting the employment of particular classes or persons; 47, directly involving 3,600 workers,

on other questions respecting working arrangements; and one, directly involving 200 workers was on a question of trade union principle.

## United States

Preliminary figures for April, 1951, show 350 strikes and lockouts beginning in the month, in which 165,000 workers were involved. The time loss for all strikes and lockouts in progress during the month was 1,850,000 man-days. Corresponding figures for March, 1951, are 350 strikes and lockouts, involving 140,000 workers with a time loss of 2,300,000 days.

# SELECTED PUBLICATIONS RECEIVED RECENTLY IN LIBRARY OF DEPARTMENT OF LABOUR\*

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TABLE I.—STATISTICS REFLECTING INDUSTRIAL CONDITIONS IN CANADA

Items	1951		1950	1949	1944	1939
	May	April	April	April	April	April
Total Population (1).....	000		13,766	13,549	11,975	11,267
<b>Labour Force—</b>						
Civilian labour force (2).....	000	5,172	5,108	4,809	†	†
Persons with jobs (2).....	000	5,000	4,796	4,700	†	†
Male (2).....	000	3,902	3,751	3,730	†	†
Female (2).....	000	1,098	1,045	970	†	†
Paid workers (2).....	000	3,665	3,397	3,291	†	†
Persons without jobs and seeking work (2).....	000	172	312	199	†	†
Index of employment (1939=100).....	000	173.2	159.0	158.5	†	†
Immigration.....	No.	14,188	7,515	9,092	855	2,124
Adult males.....	No.	6,678	2,922	4,242	169	640
<b>Earnings and Hours—</b>						
Total labour income.....	\$000,000		642	610	†	†
Per capita weekly earnings.....	\$	48.39	44.77	43.25	†	†
Average hourly earnings, manufacturing.....	c	112.7	101.7	98.2	†	†
Average hours worked per week, manufacturing.....		42.6	42.8	42.9	†	†
Real weekly earnings, manufacturing (3).....		109.2	109.8	109.4	†	†
<b>National Employment Service—</b>						
Live Applications for employment (1st of month) (4).....	000	217.5	290.3	246.5	67.4	†
Unfilled vacancies (1st of month) (4).....	000	52.5	41.4	31.3	141.9	†
Placements, weekly average.....	000		18.9	14.1	†	†
<b>Unemployment Insurance—</b>						
Ordinary live claims.....	000	136.8	226.5(5)	185.8	16.4	†
Balance in fund.....	\$000,000		580.3	532.4	196.3	†
<b>Price Indexes—</b>						
General Wholesale (5).....		242.2	202.5	199.1	130.6(6)	99.2(6)
Cost of living index (5).....		182.0	181.8	159.3	119.1	100.6
Residential building materials (5).....			287.2	229.5	146.6(6)	102.3(6)
<b>Production—</b>						
Industrial production index (5).....		218.4	190.8	184.7	200.8	102.2
Mineral production index (5).....		154.8	143.0	125.0	106.6	109.8
Manufacturing index (5).....		228.5	199.2	194.2	222.4	100.8
Electric power.....	000,000 k.w.h.	4,895	4,070	4,150	3,277	2,197
<b>Construction—</b>						
Contracts awarded.....	\$000,000		112.9	76.8	27.7	12.3
Dwelling units, started.....	000	7.5	7.4	8.5	†	†
Completed.....	000	5.7	5.4	7.3	†	†
Under construction.....	000	51.1	50.8	46.9	†	†
Pig iron.....	000 tons		185.3	180.7	170.4	46.3
Steel ingots and castings.....	000 tons		279.3	270.0	260.8	99.8
Inspected slaughtering, cattle.....	000		89.8	97.5	93.5	57.5
Hogs.....	000		403.3	339.7	793.3	259.2
Flour production.....	000,000 bbls.	2.10	1.63	1.58	1.95	1.11
Newsprint (4).....	000 tons		422.8	442.4	236.4	220.8
Cement producers' shipments.....	000,000 bbls.		1.38	1.53	0.39(7)	0.27(7)
Automobiles and trucks.....	000		26.4	26.7	11.1	16.9
Gold.....	000 fine oz.		369.7	327.8	245.6	406.4
Copper.....	000 tons	23.9	22.2	22.6	22.5	24.5
Lead.....	000 tons		10.6	11.2	12.6	15.3
Nickel.....	000 tons	10.5	11.2	11.1	11.6	9.2
Zinc.....	000 tons	25.6	23.6	17.2	22.6	14.6
Coal.....	000 tons		1,317	1,229	1,236	912
Crude petroleum.....	000,000 bbls.		2.05	1.84	0.84	0.56
<b>Distribution—</b>						
Wholesale sales index, unadjusted (5).....			278.9	291.1	173.7	97.7
Retail Trade.....	\$000,000	817.4	719.2	740.3	†	†
Imports, excluding gold.....	\$000,000		393.0	242.7	137.5	41.9
Exports, excluding gold.....	\$000,000		295.2	205.5	237.8	50.3
<b>Railways—</b>						
Revenue, freight, ton miles.....	000,000		4,453	4,604	5,749	1,957
Car loadings, revenue freight.....	000		292.0	309.0	285.0	179.0
<b>Banking and Finance—</b>						
Common stocks, index (5).....		164.2	165.6	125.9	106.4	79.3
Preferred stocks, index (5).....			165.2	154.4	140.9	118.7
Bond yields, Dominion, index (5).....		104.9	104.6	90.7	94.4	97.3
Cheques cashed, individual accounts.....	\$000,000		7,443	7,267	4,561	2,473
Bank loans, current, public.....	\$000,000		2,886	2,093	867	814
Money supply.....	\$000,000		4,777	4,483	4,252	3,153(6)
Circulating media in hands of public.....	\$000,000		1,198	1,178	893	281(6)
Deposits.....	\$000,000		3,579	3,305	3,064	2,163(6)

NOTE.—Latest figures subject to revision. Many of the statistical data in this table are included in the Canadian Statistical Review issued by the Dominion Bureau of Statistics.

† Comparable statistics are not available.

(1) Population figures given are as at March 1, 1950, June 1 for 1949, 1944 and 1939.

(2) Labour Force survey figures given are as at March 3, 1951, March 4, 1950, March 5, 1949. Detailed figures for March 1951 will be found in tables A4-A8 of the June issue of the Labour Gazette.

(3) Real earnings computed by dividing index of average weekly earnings of wage-earners in manufacturing by the cost-of-living index; base: average 1946=100.

(4) Newfoundland is included after April 1, 1949.

(5) Average 1935-39=100.

(6) Year end figures.

(7) Figures for 1939-44 are production data rather than shipments.

(8) Includes ordinary live claimants plus claimants for supplementary benefit.

## A—Labour Force

**TABLE A-1.—DISTRIBUTION OF IMMIGRANTS AS ADULT MALES, ADULT FEMALES, AND CHILDREN**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Date	Adult Males	Adult Females	Children Under 18	Total
Annual Average, 1920-24.....	55,416	34,803	20,315	110,534
Annual Average, 1925-29.....	74,447	37,345	30,517	142,309
Annual Average, 1930-34.....	12,695	12,145	11,117	35,957
Annual Average, 1935-39.....	3,564	5,834	5,054	14,452
Annual Average, 1940-44.....	3,767	6,674	4,010	14,451
Annual Average, 1945-49.....	26,701	31,075	18,064	75,840
Total—1950.....	30,700	24,172	19,040	73,912
1950—				
April.....	2,922	2,331	2,262	7,515
May.....	3,655	2,611	2,096	8,362
June.....	2,899	2,354	1,686	6,939
July.....	3,053	2,003	1,668	6,724
August.....	1,995	1,883	1,332	5,210
September.....	2,262	1,674	1,094	5,030
October.....	2,378	2,025	1,368	5,771
November.....	3,068	2,090	1,672	6,830
December.....	3,044	2,249	1,768	7,061
1951—				
January.....	2,546	1,792	1,299	5,637
February.....	3,799	2,554	2,066	8,419
March.....	5,555	3,252	3,051	11,858
April.....	6,678	3,915	3,595	14,188

**TABLE A-2.—DISTRIBUTION OF ALL IMMIGRANTS BY REGION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Total
1946—Total.....	8,656	9,712	29,604	15,097	8,650	71,719
1947—Total.....	3,765	8,272	35,543	7,909	8,638	64,127
1948—Total.....	4,558	24,687	61,621	22,552	11,996	125,114
1949—Total.....	2,777	18,005	48,607	17,904	7,924	95,217
1950—Total.....	2,198	13,575	39,041	12,975	6,123	73,912
1950—April.....	257	1,033	3,838	1,811	576	7,515
May.....	261	1,658	4,209	1,652	582	8,362
June.....	212	1,027	3,672	1,477	551	6,939
July.....	215	1,218	3,606	1,074	611	6,724
August.....	186	1,023	2,556	914	531	5,210
September.....	151	1,094	2,653	691	441	5,030
October.....	143	1,393	2,996	754	485	5,771
November.....	161	1,302	3,867	924	576	6,830
December.....	225	1,209	3,913	1,133	581	7,061
1951—January.....	101	1,096	3,261	722	457	5,637
February.....	254	1,433	4,842	1,264	626	8,419
March.....	316	2,376	6,607	1,665	894	11,858
April.....	303	2,915	7,769	2,359	842	14,188

**TABLE A-3.—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATION**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Month	Farming Class	Unskilled and Semi-skilled	Skilled Workers	Clerical	Professional	Trading	Female Domestic	Others	Total Workers
1951									
Jan.*.....	643	966	707	210	124	140	194	254	3,238
Feb.....	1,341	1,197	1,073	198	178	157	370	269	4,783
March.....	2,072	1,351	1,690	363	245	247	415	343	6,726
April.....	2,293	2,125	1,855	440	299	260	537	361	8,170

\* Statistics by occupation available for male immigrants only, prior to January, 1951.



## B—Labour Income

**TABLE B-1.—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

	Agriculture, Forestry, Fishing, Trapping, Mining	Manu- facturing	Construc- tion	Utilities, Trans- portation, Communi- cation, Storage, Trade	Finance, Services (including Govern- ment)	Supple- mentary Labour Income	Total
1938—Average.....	22	60	15	58	57	5	216
1939—Average.....	23	62	16	61	57	5	224
1940—Average.....	25	78	11	66	59	6	245
1941—Average.....	28	107	16	76	64	8	297
1942—Average.....	33	142	19	83	71	10	357
1943—Average.....	34	167	22	89	77	11	400
1944—Average.....	37	171	17	98	81	12	417
1945—Average.....	38	156	19	105	89	13	418
1946—Average.....	46	147	25	118	99	14	448
1947—Average.....	52	176	34	138	111	21	532
1948—Average.....	58	204	41	160	128	19	610
1949—October.....	55	222	54	181	143	21	677
November.....	55	222	52	183	145	21	677
December.....	50	207	38	181	145	20	642
1950—January.....	45	215	38	171	146	21	637
February.....	46	219	39	173	147	20	643
March.....	44	221	40	174	149	21	650
April.....	42	223	43	177	148	21	655
May.....	47	225	50	181	148	21	672
June.....	52	233	54	185	149	22	695
July.....	55	234	56	188	148	23	704
August.....	57	237	58	177	147	23	699
September.....	60	245	58	192	150	24	729
October.....	63	249	57	195	152	24	740
November.....	65	252	55	200	154	25	750
December.....	62	238	44	199	154	24	721
1951—January.....	61	257	46	194	157	26	741
February.....	61	259	45	195	157	24	741
March.....	57	264	45	198	168	25	758

## C—Employment, Hours and Earnings

**TABLE C-1.—EMPLOYMENT INDEX NUMBERS BY PROVINCES**

(Average calendar year 1939=100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—At April 1, employers in the principal non-agricultural industries reported a total employment of 2,249,672.

Year and Month	CANADA	Prince Edward Island	Nova Scotia	New Brunswick	Quebec	Ontario	Manitoba	Saskatchewan	Alberta	British Columbia
1947—Average.....	158.3	146.5	137.2	172.7	150.9	163.9	156.0	135.8	158.9	174.1
1948—Average.....	165.0	161.0	148.4	174.2	156.2	171.2	162.0	139.0	168.9	181.6
1949—Average.....	165.5	157.0	149.0	165.6	154.3	173.1	166.7	139.7	180.3	179.3
1950—Average.....	168.0	173.1	142.5	169.9	155.0	177.7	168.0	140.8	188.5	180.7
Apr. 1, 1948.....	157.4	164.0	135.1	158.1	147.7	166.8	153.2	129.4	157.4	171.3
Apr. 1, 1949.....	158.5	164.8	136.5	158.2	146.1	169.1	157.0	128.1	170.4	169.9
Jan. 1, 1950.....	163.8	158.5	137.1	169.8	151.1	173.3	167.7	139.0	181.7	172.9
Feb. 1, 1950.....	158.3	150.4	133.1	160.4	146.9	170.1	161.0	126.6	173.9	157.1
Mar. 1, 1950.....	157.9	143.8	130.8	157.4	145.5	169.5	159.0	126.2	174.0	163.2
Apr. 1, 1950.....	159.7	149.9	132.0	157.5	146.2	169.9	159.0	127.3	175.8	170.1
May 1, 1950.....	159.7	152.6	128.5	153.1	146.7	170.3	160.1	130.0	178.1	174.9
June 1, 1950.....	166.0	167.7	142.0	165.1	152.5	175.3	162.5	142.2	188.5	182.1
July 1, 1950.....	170.8	179.0	147.0	180.2	156.4	179.6	171.1	146.2	195.6	186.2
Aug. 1, 1950.....	172.5	187.0	150.2	176.0	158.3	180.0	173.9	149.2	200.7	191.9
Sept. 1, 1950.....	174.1	196.9	151.9	176.5	159.4	182.0	173.9	149.9	201.2	194.1
Oct. 1, 1950.....	177.1	196.9	152.8	179.9	164.0	185.8	174.8	150.4	197.5	194.6
Nov. 1, 1950.....	178.1	198.9	152.0	178.8	166.0	187.3	175.5	152.1	196.7	191.3
Dec. 1, 1950.....	179.2	195.9	152.6	184.1	167.0	189.1	177.9	150.9	197.7	189.6
Jan. 1, 1951.....	175.3	184.2	149.1	187.5	162.3	186.9	171.2	144.4	193.7	180.4
Feb. 1, 1951.....	172.3	165.3	142.2	179.3	159.9	185.6	165.5	134.9	186.5	177.0
Mar. 1, 1951.....	172.3	160.1	135.7	179.0	161.0	185.7	164.3	133.3	186.7	176.9
Apr. 1, 1951.....	173.3	152.0	140.4	176.9	160.2	187.3	165.2	135.2	187.1	181.0
Percentage Distribution of Employees of Reporting Establishments at April 1, 1951.....	100.0	0.2	3.5	2.8	28.7	44.0	5.1	2.2	4.4	9.1

NOTE:—The percentage distribution given above shows the proportion of employees in the indicated province, to the total number of employees reported in Canada by the firms making returns at the latest date.

**TABLE C-2.—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1939=100). (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite <sup>1</sup>				Manufacturing			
	Index Numbers			Average Wages and Salaries	Index Numbers			Average Wages and Salaries
	Employment	Aggregate Weekly Payrolls	Average Wages and Salaries		Employment	Aggregate Weekly Payrolls	Average Wages and Salaries	
939—Average.....	100.0	100.0	100.0	\$ 23.44	100.0	100.0	100.0	\$ 22.79
1947—Average.....	158.3	245.2	154.4	36.19	171.0	272.7	159.5	36.34
1948—Average.....	165.0	282.9	170.9	40.06	176.0	314.1	178.5	40.67
1949—Average.....	165.5	303.7	183.3	42.96	175.9	339.2	192.9	43.97
1950—Average.....	168.0	321.8	191.3	44.84	177.5	360.2	202.8	46.21
Apr. 1, 1948.....	157.4	262.7	166.5	39.02	173.5	299.6	172.8	39.39
Apr. 1, 1949.....	158.5	293.0	184.5	43.25	174.2	338.4	194.4	44.30
Jan. 1, 1950.....	163.8	295.9	180.6	42.33	171.0	324.3	189.8	43.26
Feb. 1, 1950.....	158.3	296.4	187.2	43.87	170.4	337.4	198.1	45.15
Mar. 1, 1950.....	157.9	300.5	190.3	44.61	171.5	342.8	199.9	45.55
Apr. 1, 1950.....	159.0	303.8	191.0	44.77	172.0	346.6	201.4	45.91
May 1, 1950.....	159.7	305.8	191.5	44.88	172.5	348.4	202.0	46.03
June 1, 1950.....	166.0	315.3	189.9	44.51	175.3	352.3	201.1	45.82
July 1, 1950.....	170.8	328.3	192.2	45.04	178.6	364.1	203.9	46.46
Aug. 1, 1950.....	172.5	332.5	192.6	45.15	179.6	366.7	204.0	46.49
Sept. 1, 1950.....	174.1	328.0	188.4	44.17	182.5	369.9	202.7	46.19
Oct. 1, 1950.....	177.1	346.6	195.7	45.88	185.6	385.1	207.4	47.27
Nov. 1, 1950.....	178.1	351.7	197.5	46.29	185.4	389.7	210.2	47.90
Dec. 1, 1950.....	179.2	356.2	198.8	46.63	185.3	394.6	212.9	48.51
Jan. 1, 1951.....	175.3	338.2	193.1	45.27	182.4	373.1	204.5	46.60
Feb. 1, 1951.....	172.3	351.5	204.2	47.87	184.5	402.1	217.8	49.64
Mar. 1, 1951.....	172.3	353.8	205.6	48.19	186.3	405.3	217.5	49.56
Apr. 1, 1951.....	173.3	357.3	206.4	48.39	188.7	413.9	219.3	49.98

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communications, (6) Public utility operations, (7) Trade, (8) Finance, insurance and real estate and (9) Services, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational services).

**TABLE C-3.—AREA AND INDUSTRY SUMMARY OF EMPLOYMENT, PAYROLLS AND AVERAGE WEEKLY WAGES AND SALARIES**

(1939=100)

SOURCE: Employment and Payrolls, D.B.S.

Area and Industry	(Index Numbers 1939=100)						Average Weekly Wages and Salaries		
	EMPLOYMENT			PAYROLLS					
	Apr. 1 1951	Mar. 1 1951	Apr. 1 1950	Apr. 1 1951	Mar. 1 1951	Apr. 1 1950	Apr. 1 1951	Mar. 1 1951	Apr. 1 1950
							\$	\$	\$
<b>(a) PROVINCES</b>									
Prince Edward Island.....	152.0	160.1	149.9	289.9	298.2	262.9	37.95	37.06	34.67
Nova Scotia.....	140.4	135.7	132.0	279.7	265.9	249.0	42.72	42.02	40.44
New Brunswick.....	176.9	179.0	157.5	372.0	371.3	302.9	42.51	41.94	38.85
Quebec.....	160.2	161.0	146.2	347.5	349.6	295.6	46.18	46.21	42.98
Ontario.....	187.3	185.7	169.9	386.1	378.6	321.5	50.48	49.92	46.26
Manitoba.....	165.2	164.3	159.0	302.1	302.6	271.6	47.07	47.41	43.88
Saskatchewan.....	135.2	133.3	127.3	256.3	250.8	226.4	45.98	45.60	42.99
Alberta.....	187.1	186.7	175.8	356.7	362.3	319.7	48.50	49.37	46.14
British Columbia.....	181.0	176.9	170.1	353.1	347.6	308.9	50.75	51.10	47.19
<b>CANADA</b> .....	<b>173.3</b>	<b>172.3</b>	<b>159.0</b>	<b>357.3</b>	<b>353.8</b>	<b>303.8</b>	<b>48.39</b>	<b>48.19</b>	<b>44.77</b>
<b>(b) METROPOLITAN AREAS</b>									
Halifax.....	209.1	192.6	186.5	349.9	316.6	294.0	39.20	38.50	36.86
Saint John.....	187.9	183.0	170.9	356.8	343.3	287.6	40.74	40.24	35.88
Quebec.....	144.3	142.7	138.6	300.7	299.9	275.7	38.79	39.13	37.02
Sherbrooke.....	170.8	168.0	156.9	361.5	360.4	299.8	41.06	41.63	37.06
Three Rivers.....	166.6	163.4	148.9	378.2	372.7	312.9	45.86	46.07	42.66
Montreal.....	170.9	168.2	161.0	346.6	343.1	306.2	46.36	46.60	43.41
Ottawa—Hull.....	183.2	181.7	171.3	342.8	338.3	298.2	43.33	43.13	40.36
Peterborough.....	201.8	199.5	.....	480.9	460.7	.....	50.16	48.61	.....
Oshawa.....	273.1	264.3	.....	696.0	634.1	.....	60.30	56.76	.....
Niagara Falls.....	240.6	206.2	.....	588.8	467.8	.....	55.10	53.83	.....
St. Catharines—Welland.....	237.3	236.4	204.3	578.3	562.3	436.6	58.67	57.26	50.97
Toronto.....	194.3	191.1	179.4	389.3	376.9	330.3	50.30	49.48	46.08
Hamilton.....	199.4	196.7	181.0	434.2	420.8	361.9	52.79	51.84	48.30
Brantford.....	211.8	212.1	203.2	499.7	486.1	451.0	49.05	47.63	46.11
Galt—Preston.....	158.8	156.0	.....	346.2	339.3	.....	45.07	44.86	.....
Kitchener—Waterloo.....	182.9	183.6	168.3	399.1	397.0	337.5	46.31	45.98	42.54
Sudbury.....	159.3	156.3	.....	315.2	315.2	.....	59.66	60.77	.....
London.....	193.3	191.0	181.8	385.7	370.8	326.9	47.24	45.97	42.59
Sarnia.....	272.2	269.9	.....	509.7	499.8	.....	60.29	59.62	.....
Windsor.....	239.9	237.9	194.8	510.0	530.9	377.9	59.29	62.25	53.93
Sault Ste. Marie.....	207.2	202.0	.....	420.8	408.2	.....	54.04	53.75	.....
Pt. William—Pt. Arthur.....	186.9	181.6	175.4	367.8	360.3	316.4	50.11	50.50	45.93
Winnipeg.....	167.9	166.8	161.3	303.9	302.8	271.6	44.03	44.17	40.90
Regina.....	155.9	154.4	154.3	291.2	286.7	268.2	42.22	41.95	39.25
Saskatoon.....	177.2	177.3	168.6	330.0	327.4	296.3	41.33	40.99	38.96
Edmonton.....	232.9	233.4	215.4	439.8	446.1	386.8	44.39	44.94	42.18
Calgary.....	195.9	193.3	184.1	356.9	350.0	310.7	47.03	46.72	43.48
Vancouver.....	201.6	197.2	192.7	384.5	378.8	345.8	47.96	48.31	44.97
Victoria.....	215.2	205.5	199.0	430.0	411.8	363.1	47.95	48.08	43.74
<b>(c) INDUSTRIES</b>									
<b>Forestry (chiefly logging).....</b>	<b>208.1</b>	<b>244.1</b>	<b>119.7</b>	<b>546.2</b>	<b>633.7</b>	<b>288.9</b>	<b>45.44</b>	<b>44.94</b>	<b>41.79</b>
<b>Mining.....</b>	<b>114.7</b>	<b>114.7</b>	<b>109.0</b>	<b>230.5</b>	<b>235.2</b>	<b>206.1</b>	<b>57.67</b>	<b>58.85</b>	<b>54.25</b>
<b>Manufacturing.....</b>	<b>188.7</b>	<b>186.3</b>	<b>172.0</b>	<b>413.9</b>	<b>405.3</b>	<b>346.6</b>	<b>49.98</b>	<b>49.56</b>	<b>45.91</b>
Durable Goods <sup>1</sup> .....	234.6	229.9	203.1	515.8	501.3	411.9	53.38	52.94	49.24
Non-Durable Goods.....	158.7	157.9	151.7	339.9	335.6	299.2	46.70	46.35	43.01
<b>Construction.....</b>	<b>141.5</b>	<b>139.7</b>	<b>134.1</b>	<b>350.8</b>	<b>353.8</b>	<b>313.0</b>	<b>46.55</b>	<b>47.56</b>	<b>43.95</b>
<b>Transportation, storage and communication.....</b>	<b>166.8</b>	<b>165.7</b>	<b>159.5</b>	<b>308.9</b>	<b>303.8</b>	<b>274.4</b>	<b>53.06</b>	<b>52.53</b>	<b>49.34</b>
<b>Public utility operation.....</b>	<b>179.2</b>	<b>178.3</b>	<b>175.6</b>	<b>331.5</b>	<b>331.1</b>	<b>301.8</b>	<b>54.63</b>	<b>54.85</b>	<b>50.74</b>
<b>Trade.....</b>	<b>170.9</b>	<b>168.1</b>	<b>161.0</b>	<b>325.6</b>	<b>319.5</b>	<b>283.9</b>	<b>41.62</b>	<b>41.58</b>	<b>38.45</b>
<b>Finance.....</b>	<b>167.6</b>	<b>161.7</b>	<b>154.0</b>	<b>264.8</b>	<b>252.1</b>	<b>231.8</b>	<b>45.88</b>	<b>45.28</b>	<b>43.86</b>
<b>Service<sup>2</sup>.....</b>	<b>173.0</b>	<b>172.5</b>	<b>171.3</b>	<b>331.9</b>	<b>330.8</b>	<b>309.8</b>	<b>31.47</b>	<b>31.45</b>	<b>29.64</b>
<b>Industrial composite.....</b>	<b>173.3</b>	<b>172.3</b>	<b>159.0</b>	<b>357.3</b>	<b>353.8</b>	<b>303.8</b>	<b>48.39</b>	<b>48.19</b>	<b>44.77</b>

<sup>1</sup> Includes wood products, iron and steel products, transportation equipment, non-ferrous metal products, electrical apparatus and supplies and non-metallic mineral products. The non-durable group includes the remaining manufacturing industries.

<sup>2</sup> Mainly hotels, restaurants, laundries, dry cleaning plants and business and recreational services.



**TABLE C-4.—HOURS AND EARNINGS IN MANUFACTURING**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Tables C-4 to C-6 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available, whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

Week Preceding	Average Hours			Average Hourly Earnings		
	All Manu- factures	Durable Goods	Non- Durable Goods	All Manu- factures	Durable Goods	Non- Durable Goods
	no.	no.	no.	cts.	cts.	cts.
*Apr. 1, 1945	43.6	44.2	42.7	70.4	78.0	60.9
Apr. 1, 1946	44.4	44.6	44.2	68.4	75.1	61.8
Apr. 1, 1947	43.2	43.4	43.1	77.6	84.8	70.5
*Apr. 1, 1948	41.6	41.8	41.4	89.0	95.6	82.1
Apr. 1, 1949	42.9	43.2	42.6	98.2	105.7	90.3
*Jan. 1, 1950	39.9	40.3	39.6	101.1	109.3	92.9
Feb. 1, 1950	42.3	42.2	42.4	100.9	109.5	92.6
Mar. 1, 1950	42.5	42.6	42.5	101.4	109.8	93.1
Apr. 1, 1950	42.8	43.0	42.6	101.7	110.0	93.6
May 1, 1950	42.6	42.9	42.4	102.5	110.6	94.3
June 1, 1950	42.0	42.2	41.7	103.5	111.4	95.5
July 1, 1950	42.5	42.9	42.2	103.9	111.8	95.7
Aug. 1, 1950	42.5	42.7	42.2	104.2	112.5	95.8
Sep. 1, 1950	41.9	41.5	42.4	104.4	112.9	95.9
Oct. 1, 1950	42.9	43.0	42.8	105.3	114.3	96.3
Nov. 1, 1950	43.0	43.1	43.0	106.4	115.2	97.5
Dec. 1, 1950	43.1	43.1	43.1	107.8	116.4	99.0
*Jan. 1, 1951	40.1	40.2	39.9	109.0	117.1	100.5
Feb. 1, 1951	42.9	43.1	42.6	110.4	119.0	101.2
Mar. 1, 1951	42.3	42.5	42.2	111.4	119.9	102.3
*Apr. 1, 1951	42.2	42.2	42.1	112.7	121.5	103.3

\* The averages at these dates were affected by loss of working time at the year-end holidays in the case of Jan. 1, and by the Easter holidays in the case of Apr. 1, 1945, 1948 and 1951.

**TABLE C-5.—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES AND CITIES**

(Hourly-Rated Wage-Earners) SOURCE: Man-Hours and Hourly Earnings, D.B.S.

	Average Hours Worked			Average Hourly Earnings (in cents)		
	Apr. 1, 1951	Mar. 1, 1951	Apr. 1, 1950	Apr. 1, 1951	Mar. 1, 1951	Apr. 1, 1950
Newfoundland	43.4	45.2	45.2	104.2	102.3	100.0
Nova Scotia	42.7	41.5	44.0	99.7	97.4	92.0
New Brunswick	44.2	44.8	45.1	98.4	98.6	90.3
Quebec	43.7	44.4	44.4	100.2	99.1	91.5
Ontario	41.7	41.5	42.2	119.9	118.7	107.4
Manitoba	42.2	42.7	42.8	106.7	106.1	98.4
Saskatchewan	40.6	40.5	42.1	113.9	113.0	103.8
Alberta	40.7	41.5	43.0	112.0	111.6	108.1
British Columbia	37.8	38.4	38.4	136.6	133.0	121.5
Montreal	42.1	43.0	43.0	105.6	104.1	96.8
Toronto	41.0	40.2	41.2	117.7	116.9	106.3
Hamilton	40.5	39.9	40.8	131.8	131.0	119.2
Windsor	40.6	43.8	42.0	144.1	145.4	128.2
Winnipeg	41.8	42.3	42.6	106.0	105.4	97.8
Vancouver	37.4	37.6	37.7	132.7	129.8	119.6

**TABLE C-6.—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Hours			Average Hourly Earnings			Average Weekly Wages		
	Apr. 1 1951	Mar. 1 1951	Apr. 1 1950	Apr. 1 1951	Mar. 1 1951	Apr. 1 1950	Apr. 1 1951	Mar. 1 1951	Apr. 1 1950
	no.	no.	no.	cts.	cts.	cts.	\$	\$	\$
<b>Mining</b> .....	<b>42.6</b>	<b>43.7</b>	<b>46.7</b>	<b>130.4</b>	<b>130.1</b>	<b>120.7</b>	<b>55.55</b>	<b>56.85</b>	<b>52.75</b>
Metal mining.....	44.4	44.9	46.1	130.1	130.0	118.9	57.76	58.37	54.81
Gold.....	46.1	46.0	.....	118.4	118.3	.....	54.58	54.42	.....
Other metal.....	43.0	44.0	.....	140.1	139.9	.....	60.24	61.56	.....
Fuels.....	38.1	40.7	.....	137.8	136.8	.....	52.50	55.68	.....
Coal.....	36.7	39.5	39.2	136.1	135.5	131.3	49.95	53.52	51.47
Oil and natural gas.....	45.0	46.2	.....	144.5	142.3	.....	65.03	65.74	.....
Non-metal.....	45.6	45.9	.....	115.4	114.8	.....	52.62	52.69	.....
<b>Manufacturing</b> .....	<b>42.2</b>	<b>42.3</b>	<b>42.8</b>	<b>112.7</b>	<b>111.4</b>	<b>101.7</b>	<b>47.56</b>	<b>47.12</b>	<b>43.53</b>
Food and beverages.....	41.9	42.0	43.1	98.4	96.6	89.8	41.23	40.57	38.70
Meat products.....	41.0	40.5	43.5	121.3	120.7	111.7	49.73	48.88	48.59
Canned and preserved fruits and vegetables.....	38.6	39.2	40.9	86.3	83.7	80.0	33.31	32.81	32.72
Grain mill products.....	45.3	45.7	44.9	106.8	104.9	96.6	48.38	47.94	43.37
Bread and other bakery products.....	44.6	43.2	44.3	89.7	87.1	79.7	40.01	37.63	35.31
Distilled and malt liquors.....	42.5	42.1	41.8	114.4	113.7	108.4	48.62	47.87	45.31
Tobacco and tobacco products.....	41.5	42.7	41.1	100.8	93.7	89.4	41.83	40.01	36.74
Rubber products.....	41.7	42.7	41.1	122.6	120.9	108.9	51.12	51.62	44.76
Leather products.....	39.8	41.4	40.2	83.7	82.9	77.1	33.31	34.32	30.99
Boots and shoes (except rubber).....	39.4	41.1	39.7	80.7	80.3	74.7	31.80	33.00	29.66
Textile products (except clothing).....	43.6	43.0	43.0	94.6	94.0	84.8	41.25	40.42	37.23
Cotton yarn and broad woven goods.....	42.7	42.2	43.4	99.7	99.4	86.4	42.57	41.95	37.50
Woollen goods.....	43.8	43.4	43.4	88.7	88.6	80.9	38.85	38.45	35.11
Rayon, nylon and silk textiles.....	45.7	44.8	45.6	93.7	93.3	86.6	42.82	41.80	39.49
Clothing (textile and fur).....	38.7	39.0	39.3	85.1	84.2	78.9	32.93	32.84	31.01
Men's clothing.....	39.2	39.2	39.5	84.4	82.8	78.6	33.08	32.46	31.05
Women's clothing.....	36.3	37.4	37.8	89.2	89.6	83.0	32.38	33.51	31.37
Knit goods.....	40.0	40.2	40.6	83.1	81.5	75.8	33.24	32.76	30.77
*Wood products.....	40.9	41.9	41.8	103.9	101.1	92.8	42.50	42.36	38.79
Saw and planing mills.....	40.0	41.1	41.2	112.7	108.5	98.1	45.08	44.59	40.42
Furniture.....	41.8	42.9	42.3	93.8	93.4	87.8	39.21	40.07	37.14
Other wood products.....	43.2	43.9	43.6	85.3	83.5	80.2	36.85	36.66	34.97
Paper products.....	46.3	46.7	46.9	119.6	120.5	107.5	55.37	56.27	50.42
Pulp and paper mills.....	47.8	48.4	48.6	127.2	128.2	114.3	60.80	62.05	55.55
Other paper products.....	42.4	42.3	42.8	97.3	96.9	88.4	41.26	40.99	37.84
Printing, publishing and allied industries.....	40.2	39.7	40.8	131.7	129.5	121.4	52.94	51.41	49.53
*Iron and steel products.....	42.1	42.0	42.5	124.8	123.6	113.9	52.92	51.91	48.41
Agricultural implements.....	38.6	37.7	39.6	135.8	133.0	125.2	52.42	50.14	49.58
Fabricated and structural steel.....	42.4	42.6	42.3	128.6	126.8	119.2	51.53	54.02	50.42
Hardware and tools.....	42.8	42.5	43.1	110.6	109.3	100.1	47.34	46.45	43.14
Heating and cooking appliances.....	42.1	42.3	41.0	115.4	111.6	105.1	48.58	47.21	43.09
Iron castings.....	44.1	43.6	43.9	126.5	125.2	116.1	55.79	54.59	50.97
Machinery manufacturing.....	43.9	43.3	43.3	117.9	116.9	107.9	51.76	50.62	46.72
Primary iron and steel.....	41.9	41.7	42.7	135.4	134.9	123.7	56.73	56.25	52.82
Sheet metal products.....	41.8	41.4	42.5	117.0	116.5	104.7	48.91	48.23	44.50
*Transportation equipment.....	42.5	43.3	43.9	129.7	129.0	117.8	55.12	55.86	51.71
Aircraft and parts.....	44.5	44.5	44.4	120.5	119.1	111.1	53.62	53.00	49.33
Motor vehicles.....	40.8	43.6	43.7	150.5	149.1	134.2	61.40	65.01	58.65
Motor vehicle parts and accessories.....	42.2	42.4	42.6	135.2	131.7	116.7	57.05	55.84	49.71
Railroad and rolling stock equipment.....	41.0	43.6	45.1	119.2	119.5	113.1	52.45	52.10	51.01
Shipbuilding and repairing.....	41.3	42.1	42.2	118.3	116.9	109.5	48.86	49.21	46.21
*Non-ferrous metal products.....	43.2	43.1	43.7	121.6	119.9	109.8	52.53	51.68	47.98
Aluminum products.....	43.0	42.4	42.6	112.3	109.6	100.7	48.29	46.47	42.90
Brass and copper products.....	43.3	43.5	42.6	118.4	117.2	108.8	51.27	50.98	46.35
Smelting and refining.....	43.9	43.9	45.5	131.7	129.9	118.5	57.82	57.03	53.92
*Electrical apparatus and supplies.....	41.4	41.3	41.5	123.0	120.9	113.1	50.92	49.93	46.94
Heavy electrical machinery and equipment.....	41.0	40.9	42.0	138.3	138.2	126.7	56.70	56.52	53.21
*Non-metallic mineral products.....	44.7	44.8	45.5	110.5	109.5	100.3	49.39	49.06	45.64
Clay products.....	45.3	44.8	46.0	104.4	103.2	96.3	47.29	46.23	44.30
Glass and glass products.....	44.6	45.2	46.1	108.4	106.8	98.1	48.35	48.25	45.22
Products of petroleum and coal.....	41.0	40.1	41.7	141.9	142.0	127.6	58.18	56.94	53.21
Chemical products.....	43.4	42.7	43.3	114.1	113.1	102.2	49.52	48.29	44.25
Medicinal and pharmaceutical preparations.....	42.0	41.3	41.2	93.1	92.6	84.9	39.10	38.24	34.98
Acids, alkalis and salts.....	46.2	44.9	45.6	129.1	127.3	114.3	59.64	57.16	52.12
Miscellaneous manufacturing industries.....	41.3	41.4	42.0	94.5	93.4	85.9	39.03	38.67	36.08
*Durable Goods.....	42.2	42.5	43.0	121.5	119.9	110.0	51.27	50.96	47.30
Non-durable Goods.....	42.1	42.2	42.6	103.3	102.3	93.6	43.49	43.17	39.87
Construction.....	39.1	40.6	40.3	114.9	114.1	106.2	44.93	46.32	42.80
Building and structures.....	38.0	39.4	40.2	122.3	122.1	112.4	46.47	48.11	45.18
Highways, bridges and street construction.....	42.3	44.2	40.8	94.4	92.8	90.0	39.93	41.02	36.72
Electric and motor transportation.....	44.6	45.3	.....	116.2	112.4	.....	51.83	50.92	.....
Service.....	42.5	42.4	42.0	68.9	69.6	65.2	29.28	29.51	28.04
Hotels and restaurants.....	43.3	43.2	43.8	68.8	69.9	64.0	29.79	30.20	28.03
Laundries, dyeing, pressing and cleaning.....	41.0	41.1	42.0	66.3	66.0	64.4	27.18	27.13	27.05

\* Durable manufactured goods industries.

**TABLE C-7.—EARNINGS, HOURS AND REAL EARNINGS FOR WAGE EARNERS IN MANUFACTURING INDUSTRIES IN CANADA**

SOURCE: Hours Worked and Hourly and Weekly Wages D.B.S. Real Wages Computed by the Economics and Research Branch, Department of Labour

Date	Average Hours Worked per Week	Average Hourly Earnings	Average Weekly Earnings	Index Numbers (Av. 1946=100)		
				Average Weekly Earnings	Cost of Living	Average Real Weekly Earnings
		cts.	\$			
Monthly Average 1945.....	44.3	69.4	30.71	102.8	96.7	106.3
Monthly Average 1946.....	42.7	70.0	29.87	100.0	100.0	100.0
Monthly Average 1947.....	42.5	80.3	34.13	114.3	109.6	104.3
Monthly Average 1948.....	42.2	91.3	38.53	129.0	127.8	100.9
Monthly Average 1949.....	42.3	98.6	41.71	139.6	129.6	107.7
Monthly Average 1950.....	42.5	103.6	44.03	147.4	134.7	109.5
Week Preceding:						
April 1, 1950.....	42.8	101.7	43.53	145.7	132.7	109.8
May 1, 1950.....	42.4*	102.5	43.46*	145.5	132.7	109.6
June 1, 1950.....	42.0	103.5	43.47	145.5	133.8	108.7
July 1, 1950.....	42.5	103.9	44.16	147.8	135.5	109.1
August 1, 1950.....	42.5	104.2	44.29	148.3	136.3	108.8
September 1, 1950.....	41.9	104.4	43.74	146.4	137.4	106.6
October 1, 1950.....	42.9	105.3	45.17	151.2	138.1	109.5
November 1, 1950.....	43.0	106.4	45.75	153.2	138.1	110.9
December 1, 1950.....	43.1	107.8	46.46	155.5	138.4	112.4
January 1, 1951.....	43.0*	109.0	46.87*	156.9	139.6	112.4
February 1, 1951.....	42.9	110.4	47.36	158.6	141.7	111.9
March 1, 1951.....	42.3	111.4	47.12	157.8	145.4	108.5
April 1, 1951 <sup>(1)</sup> .....	42.6*	112.7	48.01*	160.7	147.1	109.2

NOTE: Average Real Weekly Earnings were computed by dividing the index of the Cost of Living into an index of the average weekly earnings, both indexes having been calculated on a similar base (Average 1946=100).

\* Figures adjusted for holidays. The actual figures are: May 1, 1950, 42.6 hours, \$43.67; January 1, 1951, 40.1 hours \$43.71; April 1, 1951, 42.2 hours, \$47.56.

(1) Latest figures subject to revision.

## D—Employment Service Statistics

**TABLE D-1.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT**

SOURCE: Form UIC 757

Month	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
June 1, 1945.....	123,691	50,055	173,746	46,309	23,597	69,906
June 1, 1946.....	67,314	46,794	114,108	170,149	40,255	210,404
June 1, 1947.....	62,770	39,870	102,640	94,170	32,311	126,481
June 1, 1948.....	37,126	23,240	60,366	92,066	38,319	130,385
June 1, 1949.....	23,539	24,035	47,574	113,489	41,359	154,848
June 1, 1950.....	25,038	16,375	41,413	184,335	70,062	254,397
July 1, 1950.....	24,392	15,519	39,911	136,291	68,290	204,571
August 1, 1950.....	26,391	13,582	39,973	99,100	58,188	157,288
September 1, 1950.....	29,631	16,559	46,190	97,634	53,969	151,603
October 1, 1950.....	47,469	17,322	64,791	79,760	53,314	133,074
November 1, 1950.....	41,144	13,085	54,229	89,690	57,310	147,000
December 1, 1950.....	32,081	11,039	43,120	124,850	61,456	186,306
January 1, 1951.....	24,402	9,968	34,370	173,186	53,691	226,877
February 1, 1951.....	24,983	10,795	35,778	231,826	68,220	300,046
March 1, 1951.....	24,550	13,118	37,668	232,385	64,312	296,697
April 1, 1951.....	27,054	14,324	41,378	228,942	61,334	290,276
May 1, 1951.....	36,940	15,513	52,453	163,309	54,201	217,510
June 1, 1951 <sup>(1)</sup> .....	48,338	17,693	66,031	101,384	49,677	151,061

(1) Latest figures subject to revision.



**TABLE D-2.—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
MAY 3, 1951**

SOURCE: Form UIC 751

Industry	Male	Female	Total	Change From	
				March 29, 1951	May 4, 1950
<b>Agriculture, Fishing, Trapping</b> .....	<b>2,473</b>	<b>441</b>	<b>2,914</b>	<b>+ 1,322</b>	<b>+ 575</b>
<b>Logging</b> .....	<b>8,441</b>	<b>11</b>	<b>8,452</b>	<b>— 100</b>	<b>+ 7,719</b>
Pulpwood.....	7,631	3	7,634	— 388	+ 7,216
Lumber.....	725	7	732	+ 245	+ 457
Other logging.....	85	1	86	+ 43	+ 46
<b>Mining</b> .....	<b>1,433</b>	<b>33</b>	<b>1,466</b>	<b>+ 467</b>	<b>+ 723</b>
Coal.....	120	.....	120	+ 61	+ 60
Metallic ores—					
Iron.....	181	10	191	+ 40	+ 156
Gold.....	498	5	503	+ 306	+ 290
Nickel.....	359	.....	359	— 34	+ 75
Other metallic ores and non-metallic minerals.....	162	3	165	+ 34	+ 33
Prospecting and oil producing.....	113	15	128	+ 60	+ 109
<b>Manufacturing</b> .....	<b>7,938</b>	<b>3,257</b>	<b>11,195</b>	<b>+ 723</b>	<b>+ 4,068</b>
Food and kindred products.....	645	292	937	+ 290	+ 67
Textiles, apparel, etc.....	465	1,737	2,202	+ 487	+ 201
Lumber and finished lumber products.....	898	61	959	+ 294	+ 290
Pulp and paper products and printing.....	447	174	621	+ 127	+ 83
Chemicals and allied products.....	299	146	445	+ 25	+ 156
Products of petroleum and coal.....	39	11	50	— 8	+ 9
Rubber products.....	324	25	349	+ 197	+ 186
Leather and products.....	69	144	213	+ 83	+ 2
Stone, clay and glass products.....	212	60	272	+ 62	+ 101
Iron and steel and products.....	1,354	96	1,450	+ 162	+ 1,030
Non-ferrous metals and products.....	343	88	431	+ 35	+ 32
Machinery.....	1,030	74	1,104	+ 70	+ 695
Electrical equipment and products.....	449	170	619	+ 120	+ 283
Transportation equipment and other manufacturing.....	1,364	179	1,543	— 31	+ 951
<b>Construction</b> .....	<b>4,848</b>	<b>70</b>	<b>4,918</b>	<b>+ 3,125</b>	<b>+ 2,274</b>
<b>Transportation and Storage</b> .....	<b>2,320</b>	<b>167</b>	<b>2,487</b>	<b>+ 1,117</b>	<b>+ 825</b>
<b>Communications, and Other Public Utilities</b> .....	<b>538</b>	<b>281</b>	<b>819</b>	<b>+ 346</b>	<b>+ 395</b>
<b>Trade</b> .....	<b>3,079</b>	<b>2,147</b>	<b>5,226</b>	<b>+ 560</b>	<b>+ 344</b>
Wholesale.....	1,018	458	1,476	+ 134	+ 231
Retail.....	2,061	1,689	3,750	+ 426	+ 77
<b>Finance, Insurance, Real Estate</b> .....	<b>1,093</b>	<b>920</b>	<b>2,013</b>	<b>— 12</b>	<b>+ 6</b>
<b>Service</b> .....	<b>4,721</b>	<b>8,186</b>	<b>12,907</b>	<b>+ 3,473</b>	<b>+ 1,466</b>
Public.....	1,658	466	2,124	+ 494	+ 739
Domestic.....	160	3,577	3,737	+ 848	+ 258
Personal.....	1,721	3,765	5,486	+ 1,786	+ 739
Other service.....	1,182	378	1,560	+ 345	+ 246
<b>All Industries</b> .....	<b>36,884</b>	<b>15,513</b>	<b>52,397</b>	<b>+11,021</b>	<b>+18,395</b>

**TABLE D-3.—UNFILLED VACANCIES AND LIVE APPLICATIONS FOR EMPLOYMENT,  
BY OCCUPATION AND BY SEX, AS AT MAY 3, 1951**

SOURCE: Form UIC 757

Occupational Group	Unfilled Vacancies			Live Applications for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,662	396	2,058	3,855	830	4,685
Clerical Workers.....	2,240	4,110	6,350	6,501	12,131	18,632
Sales Workers.....	1,580	1,127	2,707	3,817	7,427	11,244
Personal and Domestic Service Workers.....	1,824	7,132	8,956	13,205	10,699	23,904
Seamen.....	49	.....	49	2,139	39	2,178
Agriculture and Fishing.....	2,512	11	2,523	1,934	604	2,538
Skilled and semiskilled Workers.....	18,348	2,101	20,449	64,279	10,515	74,794
Food and kindred products.....	118	26	144	1,184	704	1,888
Textiles, clothing, etc.....	227	1,622	1,849	1,931	5,697	7,628
Lumber and wood products.....	8,286	.....	8,286	7,880	105	7,985
Pulp, paper and printing.....	114	20	134	468	393	861
Leather and products.....	61	96	157	1,237	762	1,999
Stone, clay and glass products.....	40	.....	40	178	53	231
Metalworking.....	3,214	16	3,230	4,110	311	4,421
Electrical.....	220	38	258	946	252	1,198
Transportation equipment, n.e.c.....	53	.....	53	244	39	283
Mining.....	273	.....	273	1,111	.....	1,111
Construction.....	1,793	.....	1,793	20,331	3	20,334
Transportation (except seamen).....	1,147	8	1,155	11,048	55	11,103
Communications and public utility.....	70	.....	70	464	1	465
Trade and service.....	369	207	576	1,430	840	2,270
Other skilled and semiskilled.....	2,050	49	2,099	7,179	1,059	8,238
Foremen.....	92	11	103	1,592	151	1,743
Apprentices.....	221	8	229	2,946	90	3,036
Unskilled Workers.....	8,725	636	9,361	67,580	11,956	79,536
Food and tobacco.....	143	122	265	2,110	3,274	5,384
Lumber and lumber products.....	450	.....	450	3,826	234	4,060
Metalworking.....	317	26	343	1,491	224	1,715
Construction.....	2,643	.....	2,643	12,325	1	12,326
Other unskilled workers.....	5,172	488	5,660	47,828	8,223	56,051
<b>Total.....</b>	<b>36,940</b>	<b>15,513</b>	<b>52,453</b>	<b>163,310</b>	<b>54,201</b>	<b>217,511</b>

**TABLE D-4.—AVERAGE WEEKLY VACANCIES NOTIFIED, REFERRALS, AND  
PLACEMENTS FOR THE MONTH OF APRIL, 1951**

SOURCE: Form UIC 751

Industry	Weekly Average		
	Vacancies Notified	Referrals	Placements
Agriculture, Fishing, Trapping.....	1,179	840	698
Logging.....	2,046	1,016	745
Mining.....	523	454	301
Manufacturing.....	6,139	6,185	4,346
Food and kindred products.....	795	858	542
Textiles, apparel, etc.....	988	1,019	703
Lumber and finished lumber products.....	754	721	574
Pulp and paper products and printing.....	455	445	302
Chemicals and allied products.....	261	262	169
Products of petroleum and coal.....	66	82	45
Rubber products.....	126	87	65
Leather and products.....	135	146	99
Stone, clay and glass products.....	213	222	153
Iron and steel and products.....	551	561	390
Non-ferrous metals and products.....	275	277	199
Machinery.....	454	448	320
Electrical equipment and products.....	291	269	172
Transportation equipment and other manufacturing.....	775	788	608
Construction.....	4,568	4,487	3,474
Transportation and Storage.....	1,761	1,509	1,140
Communications, and Other Public Utilities.....	270	221	136
Trade.....	3,448	3,817	2,384
Finance, Insurance, Real Estate.....	450	453	229
Service.....	8,197	7,516	5,432
<b>All Industries.....</b>	<b>28,581</b>	<b>26,498</b>	<b>18,883</b>

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS MARCH 30, TO MAY 3, 1951: UNPLACED APPLICANTS AS AT MAY 23, 1951**

Source: Form UIC 751

Office	Vacancies		Applicants					Unplaced as at May 23 1951
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	
					Regular	Casual		
<b>Newfoundland.....</b>	<b>231</b>	<b>132</b>	<b>2,399</b>	<b>233</b>	<b>84</b>	<b>40</b>	<b>10,413</b>	<b>8,374</b>
Corner Brook.....	24	1	493	42	23	2	1,376	1,056
Grand Falls.....			217				937	756
St. John's.....	207	131	1,689	191	61	38	8,100	6,562
<b>Prince Edward Island.....</b>	<b>817</b>	<b>273</b>	<b>954</b>	<b>806</b>	<b>547</b>	<b>105</b>	<b>2,300</b>	<b>1,503</b>
Charlottetown.....	529	215	442	466	324	76	1,422	827
Summerside.....	288	58	512	340	223	29	878	476
<b>Nova Scotia.....</b>	<b>3,607</b>	<b>1,375</b>	<b>7,051</b>	<b>4,080</b>	<b>2,254</b>	<b>683</b>	<b>12,606</b>	<b>9,994</b>
Amherst.....	85	5	222	94	72	2	461	360
Bridgewater.....	91	52	213	91	36	5	478	300
Halifax.....	2,036	932	3,085	2,255	1,205	472	3,597	3,253
Inverness.....	3	4	55	1	1		374	214
Kentville.....	155	115	444	152	48	3	1,335	922
Liverpool.....	28	9	58	22	13	7	209	176
New Glasgow.....	418	132	903	557	356	56	1,316	696
Springhill.....	43		209	52	43		324	214
Sydney.....	541	59	1,098	626	355	131	3,102	2,858
Truro.....	162	59	407	171	87	5	439	298
Yarmouth-Shelburne.....	45	8	357	59	38	2	971	703
<b>New Brunswick.....</b>	<b>3,715</b>	<b>1,570</b>	<b>9,197</b>	<b>3,489</b>	<b>1,726</b>	<b>499</b>	<b>13,615</b>	<b>9,644</b>
Bathurst.....	37	23	515	34	3	7	1,833	1,097
Campbellton.....	306	49	475	206	133	27	1,141	792
Edmundston.....	638	407	595	406	227	1	793	266
Fredericton.....	304	118	532	297	158	38	698	508
Minto.....	91	11	534	164	107	1	734	438
Moncton.....	1,311	632	2,504	1,418	526	236	3,365	2,425
Newcastle.....	106	12	466	162	89	2	903	619
Saint John.....	695	198	2,922	649	388	179	2,991	2,743
St. Stephen.....	69	25	217	59	41	3	578	462
Sussex.....	86	54	124	29	24		180	86
Woodstock.....	72	41	313	65	30	5	399	208
<b>Quebec.....</b>	<b>32,462</b>	<b>12,780</b>	<b>52,753</b>	<b>29,791</b>	<b>19,834</b>	<b>1,455</b>	<b>74,460</b>	<b>52,369</b>
Asbestos.....	148	84	156	94	80	1	315	170
Beauharnois.....	154	27	269	143	107	3	431	298
Buckingham.....	230	14	288	259	218	3	587	243
Causapscal.....	177	100	705	87	85		1,417	991
Chandler.....	2,415	1,098	1,540	421	252	14	2,273	1,119
Chicoutimi.....	414	232	912	366	189	13	1,132	765
Dolbeau.....	70	55	415	33	12		578	376
Drummondville.....	459	51	737	452	353	11	1,659	1,113
Farnham.....	66	29	111	51	51		274	205
Granby.....	249	38	669	280	216	24	819	624
Hull.....	535	60	1,287	384	276	2	1,859	1,343
Joliette.....	224	103	625	260	108	15	1,277	839
Jonquiere.....	485	112	869	543	357	4	987	752
Lachute.....	127	11	202	122	109	2	273	171
La Malbaie.....	127	76	544	60	63		1,349	886
La Tuque.....	1,045	623	1,181	531	879		383	246
Levis.....	273	79	931	271	220		1,841	1,262
Matane.....	142	67	684	184	65		1,959	1,112
Megantic.....	416	128	457	305	279	3	398	164
Mont-Laurier.....	22	18	251	16	10		385	196
Montmagny.....	91	25	546	77	64		738	514
Montreal.....	15,158	5,140	19,890	14,708	9,876	900	22,305	17,799
Port Alfred.....	81	2	200	75	75		668	309
Quebec.....	1,786	932	5,001	2,691	1,091	84	7,781	5,812
Rimouski.....	357	510	559	182	136		1,885	1,120
Riviere du Loup.....	254	35	1,109	182	109	22	2,054	1,167
Rouyn.....	450	168	1,168	463	242	35	1,231	702
Ste. Agathe.....	216	70	320	190	148	3	544	214
Ste. Anne de Bellevue.....	99	22	275	100	83	4	309	181
Ste. Therese.....	222	47	299	224	176	2	662	248
St. Georges de Beauce.....	426	330	744	387	263	2	1,213	849
St. Hyacinthe.....	448	136	525	482	381	31	862	773
St. Jean.....	530	207	898	452	294	4	535	413
St. Jerome.....	344	60	593	319	243	26	700	465
St. Joseph d'Alma.....	448	99	1,065	346	345	2	1,531	905
Shawinigan Falls.....	403	57	851	485	256		1,642	1,077
Sherbrooke.....	1,087	252	1,856	1,117	662	155	1,869	1,244
Sorel.....	369	664	341	330	272		625	331
Thetford Mines.....	179	111	425	195	111	10	837	617
Three Rivers.....	657	481	1,439	1,024	454	66	3,640	2,638
Val d'Or.....	392	205	615	279	231	1	560	381
Valleyfield.....	374	126	656	341	205	6	1,236	1,132
Victoriaville.....	313	96	545	280	188	7	837	603



**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS MARCH 30, TO MAY 3, 1951; UNPLACED APPLICANTS AS AT MAY 23, 1951—Continued**

Source: Form UIC 751

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at May 23 1951
					Regular	Casual		
<b>Ontario</b> .....	<b>59,127</b>	<b>27,191</b>	<b>67,802</b>	<b>52,252</b>	<b>32,011</b>	<b>6,261</b>	<b>47,105</b>	<b>39,593</b>
Arnprior.....	231	87	164	200	220	3	116	36
Barrie.....	760	257	535	640	510	14	174	113
Belleville.....	340	78	561	286	165	50	675	505
Bracebridge.....	198	70	232	179	121	.....	291	122
Brampton.....	208	126	196	177	141	1	90	73
Brantford.....	786	198	1,204	735	520	65	1,175	1,103
Brockville.....	206	26	225	231	145	35	171	130
Carleton Place.....	36	2	117	42	29	6	176	175
Chatham.....	356	98	773	394	211	44	755	685
Cobourg.....	236	20	211	306	180	39	153	157
Collingwood.....	246	22	215	223	211	12	489	238
Cornwall.....	669	111	720	569	451	46	925	598
Fort Erie.....	62	16	100	68	32	4	115	84
Fort Frances.....	146	76	271	113	65	8	238	100
Fort William.....	842	485	1,081	797	693	71	869	598
Galt.....	481	285	387	363	270	16	172	197
Gananoque.....	83	13	85	86	40	29	54	45
Goderich.....	153	117	54	122	65	23	97	65
Guelph.....	498	221	572	423	201	69	307	245
Hamilton.....	4,689	1,380	5,992	4,849	2,657	749	2,981	2,726
Hawkesbury.....	170	211	168	60	34	2	337	134
Ingersoll.....	182	84	245	130	114	4	204	178
Kapuskasing.....	305	705	242	141	182	.....	129	65
Kenora.....	369	291	348	123	100	.....	360	214
Kingston.....	944	209	994	992	683	53	749	539
Kirkland Lake.....	376	243	544	333	127	31	449	304
Kitchener-Waterloo.....	950	293	1,125	1,086	675	63	499	335
Leamington.....	260	52	355	328	184	27	275	183
Lindsay.....	121	53	141	99	58	6	211	159
Listowel.....	75	61	114	74	37	8	154	95
London.....	2,825	1,061	3,175	2,634	1,410	489	1,358	1,182
Midland.....	379	27	256	389	328	30	223	158
Napanee.....	43	7	59	45	38	2	97	54
New Toronto.....	1,375	414	1,146	1,058	786	44	499	527
Niagara Falls.....	997	277	1,074	838	566	60	494	359
North Bay.....	1,846	602	1,453	1,248	914	154	473	253
Orillia.....	299	38	420	318	217	46	382	261
Oshawa.....	1,437	365	2,049	1,549	1,055	96	1,362	1,306
Ottawa.....	2,743	1,010	2,531	2,414	1,241	464	2,127	1,588
Owen Sound.....	299	98	334	354	216	20	357	239
Parry Sound.....	46	12	103	38	34	.....	109	27
Pembroke.....	348	149	258	191	171	17	536	220
Perth.....	130	86	258	231	85	29	339	212
Peterborough.....	493	208	823	442	285	4	1,145	786
Picton.....	77	12	84	91	47	15	94	61
Port Arthur.....	1,744	2,777	1,577	1,092	950	17	1,242	728
Port Colborne.....	151	61	232	87	55	.....	369	256
Prescott.....	159	32	135	158	134	.....	190	92
Renfrew.....	211	17	191	215	183	3	98	75
St. Catharines.....	1,012	214	1,303	895	607	92	1,052	955
St. Thomas.....	317	123	529	447	171	43	365	359
Sarnia.....	726	127	818	795	571	36	289	252
Sault Ste. Marie.....	870	787	701	643	646	35	436	348
Simcoe.....	268	187	316	263	86	5	552	415
Sioux Lookout.....	86	38	157	95	32	23	96	90
Smiths Falls.....	150	28	173	137	82	35	212	146
Stratford.....	240	101	279	243	129	34	208	161
Sturgeon Falls.....	109	5	269	191	77	29	350	171
Sudbury.....	1,957	1,316	1,580	1,205	697	199	927	639
Timmins.....	734	214	1,063	889	516	82	776	655
Toronto.....	18,429	9,732	20,387	15,113	8,507	2,166	12,027	12,498
Trenton.....	275	63	424	316	218	2	237	145
Walkerton.....	89	65	109	82	66	.....	131	81
Wallaceburg.....	124	6	243	150	74	40	296	219
Welland.....	457	117	675	522	778	29	659	501
Weston.....	615	439	561	445	319	.....	371	319
Windsor.....	1,878	413	3,543	2,076	963	430	3,092	2,928
Woodstock.....	211	118	280	184	136	13	145	126
<b>Manitoba</b> .....	<b>8,981</b>	<b>3,209</b>	<b>11,738</b>	<b>8,612</b>	<b>4,059</b>	<b>1,846</b>	<b>12,834</b>	<b>10,195</b>
Brandon.....	1,115	492	911	804	508	58	809	494
Dauphin.....	181	61	266	165	94	13	434	178
Flin Flon.....	322	190	230	186	127	10	120	64
Portage la Prairie.....	235	70	434	381	274	13	623	490
The Pas.....	111	86	70	38	45	.....	82	66
Winnipeg.....	7,017	2,310	9,827	7,038	3,011	1,752	10,766	8,903

**TABLE D-5.—ACTIVITIES OF NATIONAL EMPLOYMENT SERVICE OFFICES FOR FIVE WEEKS MARCH 30 TO MAY 3, 1951; UNPLACED APPLICANTS AS AT MAY 23, 1951—Concluded**

Source: Form UIC 761

Office	Vacancies		Applicants					
	Reported during period	Unfilled end of period	Registered during period	Referred to vacancies	Placements		Unplaced end of period	Unplaced as at May 23 1951
					Regular	Casual		
<b>Saskatchewan</b> .....	<b>6,147</b>	<b>2,348</b>	<b>6,633</b>	<b>5,788</b>	<b>3,198</b>	<b>781</b>	<b>7,468</b>	<b>4,154</b>
Estevan.....	228	48	192	248	185	6	210	75
Moose Jaw.....	673	330	722	579	376	44	685	407
North Battleford.....	239	123	197	189	135	1	625	410
Prince Albert.....	362	144	572	334	176	40	1,377	740
Regina.....	2,210	658	2,258	2,312	1,146	402	1,454	615
Saskatoon.....	1,779	689	1,981	1,574	817	258	1,953	1,363
Swift Current.....	185	112	160	173	120	1	310	158
Weyburn.....	156	109	158	111	87	4	145	39
Yorkton.....	315	135	393	268	156	25	709	347
<b>Alberta</b> .....	<b>12,138</b>	<b>4,611</b>	<b>13,392</b>	<b>11,932</b>	<b>6,470</b>	<b>1,744</b>	<b>10,333</b>	<b>7,357</b>
Blairmore.....	195	95	119	87	114	.....	121	125
Calgary.....	4,656	1,210	5,270	4,942	2,614	667	3,590	2,800
Drumheller.....	103	15	148	96	89	.....	230	184
Edmonton.....	5,320	2,537	6,378	5,456	2,581	1,003	4,657	3,138
Edson.....	121	76	111	76	128	.....	113	85
Lethbridge.....	1,323	443	870	965	753	66	773	475
Medicine Hat.....	231	88	253	228	151	5	369	191
Red Deer.....	189	147	243	82	40	3	480	389
<b>British Columbia</b> .....	<b>15,680</b>	<b>4,613</b>	<b>21,610</b>	<b>15,507</b>	<b>8,714</b>	<b>2,129</b>	<b>27,234</b>	<b>22,306</b>
Chilliwack.....	405	72	424	515	281	75	807	492
Courtenay.....	333	115	201	122	310	10	173	127
Cranbrook.....	109	52	223	92	34	9	521	318
Dawson Creek.....	137	14	146	133	133	.....	158	84
Duncan.....	437	82	434	431	266	16	217	208
Kamloops.....	408	130	398	301	258	.....	323	208
Kelowna.....	103	13	197	108	64	19	873	541
Nanaimo.....	242	36	482	326	149	32	504	391
Nelson.....	250	40	248	273	193	18	458	209
New Westminster.....	926	166	2,870	1,088	542	257	3,700	3,276
Penticton.....	144	10	171	155	123	5	651	343
Port Alberni.....	367	69	340	388	249	20	147	138
Prince George.....	879	158	1,410	940	720	51	651	544
Prince Rupert.....	770	257	581	540	538	14	334	110
Princeston.....	120	8	103	136	107	1	41	10
Trail.....	248	43	334	262	185	15	615	327
Vancouver.....	7,734	2,574	13,624	7,656	3,298	1,354	14,677	12,869
Vernon.....	224	63	219	147	121	2	495	358
Victoria.....	1,489	441	2,053	1,569	827	230	1,723	1,667
Whitehorse.....	355	270	182	189	316	1	166	86
<b>Canada</b> .....	<b>142,905</b>	<b>58,102</b>	<b>196,559</b>	<b>132,490</b>	<b>78,897</b>	<b>15,543</b>	<b>218,368</b>	<b>165,319</b>
Males.....	101,606	41,148	139,931	91,254	59,215	8,499	168,988	114,894
Females.....	41,299	16,954	56,628	41,236	19,682	7,044	54,380	50,425

**TABLE D-6.—APPLICATIONS RECEIVED AND PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES 1941-1951**

(Source: Form UIC 751)

Year	Applications			Placements		
	Male	Female	Total	Male	Female	Total
1941.....	568,695	262,767	831,462	331,997	175,766	507,763
1942.....	1,044,610	499,519	1,544,129	597,161	298,460	895,621
1943.....	1,681,411	1,008,211	2,689,622	1,239,900	704,126	1,944,026
1944.....	1,583,010	902,273	2,485,283	1,101,854	638,063	1,739,917
1945.....	1,855,036	661,948	2,516,984	1,095,641	397,940	1,493,581
1946.....	1,464,533	494,164	1,958,697	624,052	235,360	859,412
1947.....	1,189,646	439,577	1,629,223	549,376	220,473	769,849
1948.....	1,197,295	459,332	1,656,627	497,916	214,424	712,340
1949.....	1,295,690	494,956	1,790,646	464,363	219,816	684,179
1950.....	1,500,763	575,813	2,076,576	559,882	230,920	790,802
1951 (18 weeks).....	540,014	200,426	740,440	181,123	83,223	264,346

## E—Unemployment Insurance

### TABLE E-1.—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

At Beginning of Month of:	Total	Employed	Claimants <sup>1</sup>
1950—March.....	2,644,000	2,357,800	286,200
April.....	2,715,000	2,449,600	265,400
May.....	2,659,000	2,449,100	209,900
June.....	2,690,000	2,543,500	146,500
July.....	2,733,000	2,623,600	109,400
August.....	2,735,000	2,642,500	92,500
September.....	2,763,000	2,664,100	98,900
October.....	2,811,000	2,731,700	79,300
November.....	2,838,000	2,747,700	90,300
December.....	2,910,000	2,785,200	124,800
1951—January.....	2,911,000	2,720,900	190,100/ <sup>2</sup>
February.....	2,917,000	2,669,400	247,600/ <sup>2</sup>
March.....	2,905,000	2,661,200	243,800/ <sup>2</sup>

<sup>1</sup> Ordinary claimants signing live unemployment register on last working day of the preceding month.

<sup>2</sup> Includes supplementary benefit claimants.

### TABLE E-2.—PERSONS ON THE LIVE UNEMPLOYMENT REGISTER BY NUMBER OF DAYS CONTINUOUSLY ON THE REGISTER, AS OF APRIL 30, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	TOTAL	6 days and under	7-12 days	13-24 days	25-48 days	49-72 days	73 days and over
Newfoundland.....	3,943	779	170	470	1,313	674	537
Male.....	3,849	758	166	456	1,286	661	522
Female.....	94	21	4	14	27	13	15
Prince Edward Island.....	1,061	82	41	120	278	188	352
Male.....	902	63	35	105	240	164	295
Female.....	159	19	6	15	38	24	57
Nova Scotia.....	8,865	1,441	681	1,199	1,974	1,315	2,255
Male.....	7,457	1,270	598	1,044	1,641	1,058	1,846
Female.....	1,408	171	83	155	333	257	409
New Brunswick.....	9,932	2,456	1,202	1,457	1,670	1,083	2,064
Male.....	8,625	2,279	1,096	1,294	1,478	893	1,585
Female.....	1,307	177	106	163	192	190	479
Quebec.....	54,983	10,841	5,048	8,437	11,059	6,326	13,272
Male.....	43,498	8,336	3,845	7,036	9,253	5,133	9,895
Female.....	11,485	2,505	1,203	1,401	1,806	1,193	3,377
Ontario.....	30,609	7,802	2,622	3,725	4,674	3,212	8,574
Male.....	20,391	4,969	1,782	2,523	3,100	2,208	5,809
Female.....	10,218	2,833	840	1,202	1,574	1,004	2,765
Manitoba.....	9,094	1,573	636	1,056	1,387	1,238	3,204
Male.....	6,019	901	370	661	929	811	2,347
Female.....	3,075	672	266	395	458	427	857
Saskatchewan.....	4,740	492	253	468	762	780	1,985
Male.....	3,714	368	206	375	595	595	1,575
Female.....	1,026	124	47	93	167	185	410
Alberta.....	8,763	3,096	434	1,353	1,100	836	1,944
Male.....	7,295	2,879	324	1,194	847	614	1,437
Female.....	1,468	217	110	159	253	222	507
British Columbia.....	16,876	3,363	1,693	2,072	2,591	2,130	5,027
Male.....	12,311	2,487	1,317	1,527	1,795	1,447	3,738
Female.....	4,565	876	376	545	796	683	1,289
TOTAL (1).....	148,866	31,925	12,780	20,357	26,808	17,782	39,214
MALE.....	114,061	24,310	9,739	16,215	21,164	13,584	29,049
FEMALE.....	34,805	7,615	3,041	4,142	5,644	4,198	10,165

<sup>1</sup> Includes 992 supplementary benefit claimants.

### TABLE E-3.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT, FEBRUARY, 1942 TO APRIL, 1951

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Month	1942	1943	1944	1945	1946	1947	1948	1949	1950	1951
January.....	663	4,637	11,751	20,412	71,932	63,681	100,304	126,649	182,053	172,269
February.....	4,124	4,822	12,284	14,990	59,098	47,141	76,723	93,463	109,282	109,709
March.....	2,925	5,046	10,667	13,307	50,706	43,675	63,869	88,786	119,533	109,761
April.....	2,925	3,953	4,463	8,430	35,781	35,859	48,969	58,141	80,028	75,242
May.....	2,799	2,027	4,654	8,825	34,777	27,603	33,617	52,675	71,619	.....
June.....	4,629	1,772	3,226	10,857	30,646	21,365	31,543	44,783	51,284	.....
July.....	2,668	1,772	3,106	10,886	27,576	20,034	30,487	43,486	43,929	.....
August.....	1,855	1,370	3,241	20,557	25,115	17,281	24,972	50,291	61,545	.....
September.....	1,118	1,013	3,715	40,473	28,555	20,883	28,143	51,935	42,229	.....
October.....	1,058	1,475	6,222	36,717	34,891	29,369	38,104	69,349	62,243	.....
November.....	1,748	2,896	11,798	53,325	37,111	42,385	66,426	114,888	93,016	.....
December.....	3,337	6,562	13,770	57,612	52,479	73,578	105,939	139,406	134,218	.....
Total.....	26,924	36,660	90,897	296,391	488,667	442,854	649,090	933,832	1,050,979	466,984



**TABLE E-4.—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCES, APRIL, 1951**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims (including claims pending from previous months)			
	Total	Initial	Renewal	Total Disposed of	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	2,045	1,903	142	2,686	741	1,945	509
Prince Edward Island.....	287	192	75	378	278	100	45
Nova Scotia.....	3,681	2,404	1,277	4,320	3,244	1,076	770
New Brunswick.....	5,636	3,913	1,723	6,053	4,393	1,660	1,168
Quebec.....	27,871	20,333	7,538	31,917	22,261	9,656	6,639
Ontario.....	18,841	12,357	6,484	19,294	14,415	4,879	4,227
Manitoba.....	3,735	2,283	1,452	4,118	2,956	1,162	726
Saskatchewan.....	1,520	1,101	419	1,853	1,179	674	275
Alberta.....	3,678	2,868	810	4,849	3,919	939	917
British Columbia.....	7,968	4,917	3,051	8,565	6,293	2,272	2,044
Total Canada, April 1951.....	75,242 <sup>1</sup>	52,271	22,971	84,033 <sup>2</sup>	59,670	24,363	17,320
Total Canada, March 1951.....	109,764	81,930	27,834	111,819	68,001	43,818	26,140
Total Canada, April 1950.....	80,028	52,113	27,915	86,615	65,901	20,714	21,639

<sup>1</sup> In addition, revised claims received numbered 14,422. <sup>2</sup> In addition, 14,905 revised claims were disposed of. Of these, 1,148 were special requests not granted, and 1,148 were appeals by claimants. There were 1,757 revised claims pending at the end of the month.

**TABLE E-5.—REGULAR AND SUPPLEMENTARY BENEFIT CLAIMS DISALLOWED AND CLAIMANTS DISQUALIFIED**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Chief Reasons for Non-Entitlement	Month of April 1951 <sup>1</sup>	Month of April 1950 <sup>2</sup>
Claims Disallowed.....	16,094	13,029
Claimants Disqualified—		
Not unemployed.....	3,177	2,299
Not capable of and not available for work.....	1,419	1,023
Loss of work due to a labour dispute.....	81	575
Refused offer of work and neglected opportunity to work.....	1,602	1,011
Discharged for misconduct.....	622	818
Voluntarily left employment without just cause.....	4,758	3,792
Other reasons <sup>3</sup> .....	1,919	728
Total.....	29,672	23,275

<sup>1</sup> Claimants disqualified include 4,534 on revised and 755 on supplementary benefit claims.

<sup>2</sup> 1950 data relate to regular claimants only.

<sup>3</sup> These include: Claims not made in prescribed manner; failure to carry out written directions; claimants being inmates of prisons, etc.

**TABLE E-6.—PERSONS RECEIVING BENEFIT, NUMBER OF DAYS BENEFIT PAID, AND AMOUNT PAID**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Number Receiving Benefit in Last Week of the Month <sup>1</sup>	Month of April, 1951		
		Number Commencing Benefit	Number of Days Benefit Paid	Amount of Benefit Paid
Newfoundland.....	1,938	1,269	74,571	191,410
Prince Edward Island.....	1,192	390	35,621	83,602
Nova Scotia.....	6,697	3,570	193,999	475,886
New Brunswick.....	7,165	3,537	146,267	367,402
Quebec.....	39,559	20,244	1,081,694	2,690,026
Ontario.....	23,127	12,079	641,451	1,569,313
Manitoba.....	7,029	2,966	195,309	473,246
Saskatchewan.....	4,118	1,505	146,089	361,022
Alberta.....	5,794	3,060	177,895	456,428
British Columbia.....	12,805	6,124	394,664	1,010,825
Total, Canada, April, 1951.....	109,424	54,744	3,087,560	7,679,160
Total, Canada, March, 1951.....	147,162	68,445	4,192,575	10,467,147
Total, Canada, April, 1950.....	186,093	59,965	4,670,731	11,353,188

<sup>1</sup> Week containing last day of April.

TABLE E-7.—UNEMPLOYMENT INSURANCE FUND

STATEMENT OF RECEIPTS AND DISBURSEMENTS FOR THE PERIOD JULY 1, 1941 TO APRIL 30, 1951

Source: Unemployment Insurance Commission

Fiscal Year Ended March 31	RECEIPTS					DISBURSEMENTS				Balance in Fund
	CONTRIBUTIONS (Gross less refunds)			Fines	Interest on Investments and Profit on Sale of Securities	Total Revenue	BENEFIT PAYMENTS			
	Employer and Employee	Government					Ordinary	Supplementary	Total	
1942.....	36,435,609 05	7,287,121 81		\$	289,268 74	\$	27,752 92	\$	27,752 92	43,964,246 68
1943.....	57,434,651 43	11,487,087 90	638 11		1,840,448 56		716,012 75		716,012 75	114,011,029 93
1944.....	61,720,785 00	12,344,421 74	1,323 67		3,972,047 14		1,721,666 29		1,721,666 29	190,327,941 19
1945.....	63,728,855 44	12,746,179 30	2,041 02		6,195,926 42		4,966,483 51		4,966,483 51	268,034,459 86
1946.....	62,566,589 66	12,513,778 66	2,303 66		6,116,768 84		31,993,240 34		31,993,240 34	317,240,660 34
1947.....	76,015,030 91	15,203,457 58	3,820 43		7,529,985 56		43,114,329 18		43,114,329 18	372,878,625 64
1948.....	83,870,834 47	16,366,400 70	5,322 60		9,580,776 12		34,947,020 32		34,947,020 32	447,734,939 21
1949.....	98,581,559 98	20,824,013 71	8,359 08		12,113,317 56		49,826,752 16		49,826,752 16	529,535,437 38
1950.....	104,432,415 94	20,094,332 20	17,731 42		14,391,257 71		85,006,136 24		85,824,202 13	582,646,972 52
1951.....	128,744,248 84	27,636,193 16	34,656 50		15,630,847 06		83,082,101 75		6,830,439 54	664,580,376 79
April.....	*12,766,464 04	2,554,175 40	2,940 50		1,395,726 42		7,835,188 13		703,592 27	672,760,902 75
Total.....	786,297,044 76	(a)159,057,132 16	79,136 99		79,016,370 13		343,236,683 59		8,452,097 70	672,760,902 75

\* Stamps \$5,851,171.15. Meter \$1,657,039.51. Bulk \$4,976,200.00. Arm. Serv. \$273,744.29 Sp. Force \$3,309.09 Total \$12,766,464.04.

(a) Includes Government refunds re Supplementary Benefit classes 3 and 4 \$1,791,782.75.

## F—Prices

**TABLE F-1.—INDEX NUMBERS OF THE COST OF LIVING IN CANADA**

Prices as at the beginning of each Month  
(Calculated by the Dominion Bureau of Statistics)

	Percent- age Increase since August 1, 1939	On base of average prices in 1935-39 as 100*							
		Total	Food	Rent	Fuel and Light	Clothing	Home Furnish- ings and Services	Miscel- laneous	Retail Prices Index (Com- modities only) †
1914.....		79.7	92.2	72.1	75.1	88.3	69.6		
1929.....		121.7	134.7	119.7	112.6	134.8	105.0		
1933.....		94.4	84.9	98.6	102.5	93.3	98.2		
1939.....		101.5	100.6	103.8	101.2	100.7	101.4	101.4	101.0
1945.....	18.6	119.5	133.0	112.1	107.0	122.1	119.0	109.4	126.2
1946.....	22.6	123.6	140.4	112.7	107.4	126.3	124.5	112.6	132.1
1947.....	34.4	135.5	159.5	116.7	115.9	143.9	141.6	117.0	148.8
1948.....	53.8	155.0	195.5	120.7	124.8	174.4	162.6	123.4	177.4
1949.....	59.8	160.8	203.0	123.0	131.1	183.1	167.6	128.8	184.8
1949									
January.....	58.3	159.6	202.2	121.7	130.0	181.9	167.0	126.6	183.5
February.....	58.2	159.5	200.4	121.7	130.8	181.8	167.8	128.1	183.3
March.....	57.9	159.2	199.1	121.7	131.0	182.7	167.9	128.1	182.5
April.....	58.0	159.3	198.5	122.4	131.0	182.3	168.0	128.4	182.6
May.....	58.2	159.5	199.5	122.4	129.1	183.3	168.1	128.4	183.0
June.....	59.2	160.5	202.9	122.4	128.7	183.3	167.7	128.4	184.6
July.....	60.8	162.1	207.2	123.4	129.1	183.3	167.5	128.5	186.3
August.....	61.5	162.8	209.2	123.4	129.5	183.2	167.4	128.9	187.9
September.....	61.0	162.3	207.0	123.9	130.1	183.5	167.4	128.9	186.9
October.....	60.9	162.2	205.0	123.9	134.1	184.1	167.2	130.2	186.5
November.....	60.4	161.7	203.3	123.9	135.1	183.7	167.4	130.2	185.7
December.....	60.2	161.5	201.9	125.0	135.2	183.7	167.1	130.5	185.0
1950									
January.....	59.7	161.0	199.4	125.0	135.6	183.3	167.0	131.6	183.8
February.....	60.3	161.6	201.3	125.0	135.9	183.0	166.4	132.1	184.7
March.....	62.4	163.7	204.0	132.7	136.3	181.4	166.3	132.1	185.8
April.....	62.7	164.0	204.5	132.7	138.0	181.2	166.4	132.3	186.2
May.....	62.7	164.0	204.6	132.7	137.5	180.8	166.4	132.3	186.1
June.....	64.1	165.4	209.0	132.7	137.1	180.7	166.9	132.4	188.3
July.....	66.2	167.5	214.3	134.9	137.7	180.7	166.9	132.5	191.0
August.....	67.2	168.5	216.7	134.9	138.4	180.9	168.9	132.5	192.4
September.....	68.5	169.8	218.8	135.5	140.8	182.3	171.1	132.8	194.3
October.....	69.3	170.7	220.1	135.5	141.0	183.5	172.7	133.3	195.5
November.....	69.3	170.7	218.6	136.4	140.6	184.5	174.8	133.4	195.1
December.....	69.7	171.1	218.8	136.4	140.7	184.9	176.4	134.1	195.6
1951									
January.....	71.1	172.5	220.2	136.4	141.5	187.1	179.8	145.8	197.3
February.....	73.8	175.2	224.4	136.4	141.7	192.4	185.1	137.0	201.4
March.....	78.3	179.7	233.9	137.6	146.5	196.3	188.6	137.8	207.9
April.....	80.4	181.8	238.4	137.6	146.7	198.8	190.7	138.8	211.2
May.....	80.6	182.0	235.4	137.6	146.2	201.5	194.9	140.7	211.3
June.....	82.6	184.1	239.8	139.8	146.2	202.5	197.1	141.0	214.0

\* For the period 1914 to 1934 the former series on the bases 1926=100 was converted to the bases 1935-39=100.

† Commodities in the cost-of-living index excluding rents and services.



**TABLE F-2.—INDEX NUMBERS OF THE COST OF LIVING FOR EIGHT CITIES OF CANADA AT THE BEGINNING OF MAY 1951**

SOURCE: Dominion Bureau of Statistics

	Total			Food	Rent	Fuel	Clothing	Home Furnish- ings and Services	Miscel- laneous
	May 1, 1950	April 2, 1951	May 1, 1951						
Halifax.....	155.5	169.2	169.4	225.5	119.5	142.8	213.1	177.3	130.1
St. John.....	159.4	176.9	177.4	225.8	122.9	138.4	220.4	187.5	141.2
Montreal.....	166.2	186.3	187.2	249.1	136.1	140.2	192.0	203.8	137.0
Toronto.....	160.6	178.3	178.6	225.7	143.0	168.8	202.3	191.8	139.6
Winnipeg.....	159.3	175.6	175.7	239.4	130.1	124.9	192.8	195.0	133.0
Saskatoon.....	164.7	178.9	179.0	240.6	128.6	145.9	204.3	195.9	130.3
Edmonton.....	160.4	174.7	175.3	242.2	122.6	114.6	207.8	185.5	135.0
Vancouver.....	166.2	182.6	182.9	240.0	127.4	162.1	209.5	187.8	143.7

N.B.—Indexes above measure percentage changes in living costs for each city, but should not be used to compare actual levels of living costs as between cities.

**TABLE F-3.—INDEX NUMBERS OF STAPLE FOOD ITEMS**

(Base: August, 1939=100)

Dominion Average Retail Price Relatives with Dominion Averages of Actual Retail Prices for Latest Month

SOURCE: Dominion Bureau of Statistics

*Commodities	Per	Dec. 1941	May 1946	May 1947	May 1948	May 1949	April 1951	May 1951	Price May 1951
Beef, sirloin steak.....	lb.	120.7	155.6	175.3	206.5	252.3	355.0	358.5	100.8
Beef, round steak.....	lb.	125.7	168.8	192.0	227.4	282.3	393.7	398.7	95.3
Beef, rolled rib roast, prime.....	lb.	125.5	176.1	201.3	232.6	283.9	389.8	394.6	90.9
Beef, blade roast, blade removed.....	lb.	132.7	162.3	186.8	235.8	305.0	444.4	451.8	73.2
Beef, stewing, boneless.....	lb.	136.7	169.0	194.0	256.3	339.0	509.3	518.8	70.8
Veal, front roll, boneless.....	lb.	139.3	174.6	174.6	238.5	313.6	448.1	451.5	78.4
Lamb, leg roast.....	lb.	109.9	152.8	157.4	195.8	257.4	315.1	319.3	91.2
Pork, fresh loins, centre cut.....	lb.	125.3	158.1	172.9	203.8	229.2	353.5	247.8	65.7
Pork, fresh shoulder, hock off.....	lb.	127.0	159.7	178.0	220.5	259.3	306.9	302.7	57.5
Bacon, side, fancy, sliced, rind-off.....	lb.	132.3	157.2	180.9	218.6	229.5	217.1	216.0	81.7
Lard, pure, package.....	lb.	151.3	172.8	242.1	243.0	196.5	289.9	286.4	31.9
Shortening, package.....	lb.	134.7	138.9	215.3	218.1	227.8	272.1	274.9	39.8
Eggs, grade A, Large, carton.....	doz.	156.4	143.1	144.5	169.0	174.1	206.4	219.2	68.5
Milk.....	qt.	111.0	96.3	139.4	158.7	164.2	177.1	178.0	19.4
Butter, creamery, prints.....	lb.	140.5	164.1	186.1	264.1	227.1	285.5	241.4	65.7
Cheese, plain, mild $\frac{1}{2}$ lb.....	pkg.	174.6	167.3	175.9	214.8	228.2	242.4	244.6	32.8
Bread, plain, white, wrapped.....	lb.	106.5	106.3	107.9	149.2	165.1	183.9	183.9	11.7
Flour, all purpose.....	lb.	127.3	124.2	124.2	187.9	218.2	224.2	227.2	7.6
Rolled Oats, package.....	lb.	112.0	114.0	125.1	150.4	155.2	200.7	202.2	13.4
Corn flakes, 8 oz.....	pkg.	101.1	100.0	105.4	155.4	162.0	179.3	181.4	16.9
Tomatoes, canned, $2\frac{1}{2}$ s.....	tin	129.9	137.7	170.8	250.0	200.9	213.0	220.4	23.7
Peas, 20 oz.....	tin	117.5	121.7	132.5	152.5	146.7	154.0	155.5	19.9
Corn, Cream, choice, 20 oz.....	tin	128.3	132.7	147.8	195.6	185.8	176.6	177.5	19.6
Beans, dry.....	lb.	129.4	137.3	178.4	302.0	262.7	301.3	303.4	15.1
Onions, cooking.....	lb.	108.2	155.1	159.2	261.2	138.8	126.5	132.2	7.0
Potatoes, No. 1, table.....	10 lbs.	89.9	160.4	136.6	210.1	149.5	132.0	131.2	29.5
Prunes, bulk or in bag.....	lb.	115.8	136.8	177.2	176.3	184.2	244.2	245.9	28.3
Raisins, seedless, bulk or in bag.....	lb.	104.0	127.8	172.2	145.0	127.2	156.0	159.9	24.1
Oranges, California.....	doz.	132.5	153.9	137.5	125.9	137.9	165.2	157.6	43.5
Lemons.....	$\frac{1}{2}$ doz.	111.3	145.5	140.3	128.3	136.0	175.9	174.1	28.4
Jam, strawberry, 16 oz.....	jar	111.3	122.4	145.5	157.1	148.0	165.5	166.0	29.2
Peaches, 15 oz.....	tin	101.5	105.6	129.9	155.3	142.6	151.4	152.1	23.1
Marmalade, Orange, 16 oz.....	jar	118.3	131.1	136.2	150.2	142.1	152.5	154.0	21.0
Corn Syrup, 2 lb.....	tin	138.0	157.7	180.4	192.1	179.9	198.5	199.0	34.5
Sugar, granulated, bulk or in bag.....	lb.	132.3	132.3	147.7	149.2	150.8	191.7	191.7	12.3
Sugar, yellow, in branded package.....	lb.	131.3	134.9	150.8	154.0	155.6	201.2	201.2	13.0
Coffee, medium quality, in bag.....	lb.	141.6	132.0	146.7	181.7	188.8	309.5	310.0	107.0
Tea, black, $\frac{1}{2}$ lb.....	pkg.	145.2	131.6	149.3	174.1	176.5	184.4	185.1	53.8

\* Descriptions and Units of Sale Apply to May 1951 prices.

TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Beef					Veal, front roll (boneless), per lb.	Lamb, leg roast, per lb.	Pork		Bacon, side, fancy, sliced, rind-off, per lb.
	Sirloin steak, per lb.	Round steak, per lb.	Rib, roast, prime, rolled, per lb.	Blade roast (blade removed), per lb.	Stewing, boneless, per lb.			Fresh loins, centre cut, (chops or roast) per lb.	Fresh Shoulders, hock-off, per lb.	
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>Newfoundland—</b>			b	a						e
1—St. Johns.....	109.4	.....	81.0	70.7	.....	.....	.....	76.8	71.7	78.8
<b>P.E.I.—</b>			a	a	a					
2—Charlottetown.....	106.3	88.0	81.0	68.5	61.3	.....	.....	65.2	59.0	.....
<b>Nova Scotia—</b>									c	
3—Halifax.....	101.1	95.3	87.5	71.7	70.5	.....	82.4	67.0	58.3	82.2
4—Sydney.....	105.5	97.0	80.4	68.2	69.4	.....	.....	68.4	61.6	89.5
<b>New Brunswick—</b>			a	a						
5—Moncton.....	98.8	92.1	87.2	68.5	66.5	.....	.....	68.1	59.9	78.7
6—Saint John.....	101.6	95.3	85.6	73.4	72.7	.....	86.6	67.4	58.1	82.1
<b>Quebec—</b>										
7—Chicoutimi.....	125.3	116.7	100.3	78.5	65.6	.....	91.7	65.4	60.2	84.8
8—Montreal.....	108.8	101.5	95.2	71.6	69.3	73.1	88.2	61.8	55.1	71.6
9—Quebec.....	110.8	105.5	91.4	72.4	67.7	75.8	88.2	58.5	52.5	75.8
10—Sherbrooke.....	100.0	100.0	89.3	72.0	69.1	75.6	.....	65.1	56.4	79.6
11—Sorel.....	108.1	103.1	94.0	69.2	62.7	.....	.....	61.9	52.2	73.8
12—Three Rivers.....	121.0	105.0	84.7	69.3	62.7	.....	.....	62.7	55.1	76.0
<b>Ontario—</b>										
13—Cornwall.....	92.8	92.2	88.6	73.0	72.1	.....	.....	64.6	55.7	77.1
14—Fort William.....	93.3	88.9	91.4	71.4	72.4	.....	.....	65.3	56.6	81.5
15—Hamilton.....	99.9	96.1	93.4	76.7	72.4	78.2	93.1	67.7	53.8	77.6
16—London.....	96.7	95.5	90.5	75.4	72.2	.....	100.7	68.6	54.0	80.6
17—North Bay.....	95.3	94.3	90.0	75.1	71.8	.....	.....	67.4	56.6	80.0
18—Ottawa.....	97.8	94.2	92.6	76.8	70.8	71.5	87.0	67.9	55.2	76.1
19—Sault Ste. Marie.....	98.4	97.1	87.0	74.7	76.2	.....	.....	68.0	57.1	80.2
20—Sudbury.....	90.7	90.3	83.0	70.3	69.2	.....	82.3	61.4	56.3	75.9
21—Timmins.....	100.7	99.0	92.8	75.3	72.0	.....	103.3	65.5	57.3	80.5
22—Toronto.....	98.4	94.1	96.4	78.2	73.2	79.0	94.1	68.8	52.4	76.8
23—Windsor.....	97.3	93.3	90.9	74.2	73.4	.....	91.0	65.9	53.7	76.1
<b>Manitoba—</b>			a							
24—Brandon.....	92.8	87.0	.....	67.5	67.6	.....	.....	62.5	.....	82.0
25—Winnipeg.....	95.4	91.0	94.8	73.1	72.7	80.0	86.5	61.2	60.3	81.0
<b>Saskatchewan—</b>						a				
26—Moose Jaw.....	92.3	87.0	88.7	72.9	71.4	72.5	89.2	66.4	58.0	81.5
27—Regina.....	91.2	87.1	86.2	70.0	71.2	79.7	84.6	63.8	57.7	86.9
28—Saskatoon.....	90.9	87.6	86.1	69.5	71.6	77.0	87.0	61.3	59.7	84.5
<b>Alberta—</b>									d	
29—Calgary.....	97.7	92.5	96.1	78.8	72.7	89.7	93.2	66.0	63.7	87.3
30—Drumheller.....	96.0	93.4	90.7	71.6	68.3	.....	.....	69.0	61.7	86.7
31—Edmonton.....	93.9	88.6	90.2	67.5	70.0	a 78.8	88.3	61.4	54.8	87.6
<b>British Columbia—</b>										
32—Prince Rupert.....	110.0	101.0	101.0	73.3	71.3	.....	95.0	70.7	70.3	92.2
33—Trail.....	108.5	98.5	96.2	78.3	78.0	.....	100.7	75.3	68.7	98.1
34—Vancouver.....	109.5	97.0	105.1	83.8	77.3	84.0	93.6	70.2	59.2	90.0
35—Victoria.....	111.0	100.9	101.9	77.5	82.4	83.0	104.0	70.0	60.7	90.8

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Locality	Lard, pure, per lb. package	Shortening, per lb. package	Eggs, grade "A" large, carton, per dozen	Milk, per quart	Butter, creamery, prints, per lb.	Cheese, plain, mild, per ½ lb. package	Bread, plain, white, wrapped, per lb.	Flour, all-purpose, per lb.	Rolled Oats, package, per lb.	Corn flakes, 8 oz. package
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>Newfoundland—</b>										
1—St. Johns.....		41-9	<sup>f</sup> 80-8	<sup>h</sup> 29-0	.....	33-3	10-7	8-7	15-2	19-9
<b>P.E.I.—</b>										
2—Charlottetown.....	29-9	40-7	<sup>g</sup> 62-6	16-0	70-2	34-0	10-7	8-3	12-2	19-1
<b>Nova Scotia—</b>										
3—Halifax.....	32-8	40-5	<sup>g</sup> 68-3	19-0	70-1	33-5	12-0	7-9	14-2	17-5
4—Sydney.....	31-3	39-4	<sup>g</sup> 72-9	20-0	73-4	34-7	12-8	8-2	13-3	18-0
<b>New Brunswick—</b>										
5—Moncton.....	32-6	40-1	<sup>g</sup> 68-5	19-0	69-9	33-0	11-3	8-0	14-4	17-9
6—Saint John.....	32-7	40-6	<sup>g</sup> 70-4	20-0	68-5	33-7	12-7	7-9	13-6	17-6
<b>Quebec—</b>										
7—Chicoutimi.....	33-6	41-5	71-1	19-0	65-5	34-9	12-8	8-2	15-0	18-2
8—Montreal.....	31-0	39-0	70-3	19-0	63-7	32-5	11-3	7-3	13-3	16-1
9—Quebec.....	30-7	38-9	71-5	19-0	64-7	33-2	11-0	7-2	13-4	17-0
10—Sherbrooke.....	33-3	39-0	71-2	19-0	63-1	32-5	11-6	7-7	13-4	16-9
11—Sorel.....	30-9	38-7	66-7	17-0	62-2	31-5	11-3	7-6	13-2	16-5
12—Three Rivers.....	31-1	39-4	70-0	18-0	61-9	32-2	10-0	7-2	13-5	16-4
<b>Ontario—</b>										
13—Cornwall.....	31-5	39-0	<sup>g</sup> 65-9	19-0	64-6	32-2	10-0	7-3	13-6	17-0
14—Fort William.....	32-3	38-9	65-6	20-0	65-5	33-2	12-0	7-3	13-1	17-2
15—Hamilton.....	30-5	38-8	<sup>g</sup> 68-3	20-0	66-2	31-9	11-3	7-5	13-2	16-2
16—London.....	31-2	39-6	<sup>g</sup> 64-9	19-0	65-3	32-0	11-3	7-5	13-2	16-2
17—North Bay.....	32-2	39-1	70-3	19-0	67-9	32-4	11-3	7-9	14-0	17-0
18—Ottawa.....	32-1	39-5	<sup>g</sup> 70-6	19-0	65-1	32-6	11-3	7-5	13-1	16-0
19—Sault Ste. Marie.....	32-3	39-2	71-8	21-0	67-0	32-4	12-0	7-6	13-5	17-5
20—Sudbury.....	32-3	39-1	70-9	21-0	66-5	32-1	11-3	8-0	14-1	17-1
21—Timmins.....	33-0	39-5	70-4	21-0	66-2	32-7	12-0	7-8	13-2	16-9
22—Toronto.....	30-7	38-8	<sup>g</sup> 69-9	20-5	66-9	31-4	11-3	7-4	13-0	16-3
23—Windsor.....	30-5	39-1	<sup>g</sup> 65-7	21-0	66-0	32-6	11-3	7-6	13-8	16-1
<b>Manitoba—</b>										
24—Brandon.....	32-3	40-1	68-3	17-0	62-9	33-7	11-6	7-5	13-6	17-0
25—Winnipeg.....	31-3	39-1	66-7	19-0	63-9	33-1	13-0	7-1	12-9	16-6
<b>Saskatchewan—</b>										
26—Moose Jaw.....	29-8	39-8	63-7	20-0	62-1	31-7	12-0	7-2	13-0	16-5
27—Regina.....	31-2	40-7	63-8	18-0	61-5	33-4	12-0	7-3	13-3	17-4
28—Saskatoon.....	30-2	40-8	62-7	18-0	62-3	32-3	11-2	7-0	12-8	16-3
<b>Alberta—</b>										
29—Calgary.....	31-5	40-0	65-9	19-0	64-3	31-8	12-0	7-2	13-1	16-5
30—Drumheller.....	32-8	41-6	63-3	20-0	64-5	33-0	12-0	7-7	13-5	17-1
31—Edmonton.....	32-0	41-5	<sup>g</sup> 64-6	18-0	64-9	33-0	11-2	7-3	13-1	16-7
<b>British Columbia—</b>										
32—Prince Rupert.....	36-4	44-0	74-7	27-0	69-7	34-4	14-0	8-1	13-8	17-4
33—Trail.....	34-8	42-6	72-6	22-0	65-6	33-7	14-0	7-6	12-8	16-7
34—Vancouver.....	33-3	38-8	<sup>g</sup> 70-4	19-0	67-5	32-4	13-9	7-3	12-7	16-0
35—Victoria.....	34-2	40-7	74-0	21-0	67-2	33-2	13-9	7-6	12-9	16-4



TABLE F-4.—RETAIL PRICES OF STAPLE

SOURCE: Dominion

Locality	Canned Vegetables			Beans, common dry, white, per lb.	Onions, cooking, per lb.	Potatoes, no. 1 table, per 10 lbs.	Prunes, bulk or in bag, per lb.	Raisins, Australian, seedless, bulk or in bag, per lb.	Oranges, California, 288's per dozen	Lemons, 300's per 4 dozen	Jam, strawberry, with pectin per 32 oz. jar
	Tomatoes, choice, 2½'s (28 oz.) per tin	Peas, per 20 oz. tin	Corn, cream, choice, per 20 oz. tin								
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.	cts.
<b>Newfoundland—</b>											
1—St. Johns.....	25.1	19.6	23.5	13.7	8.1	40.2	27.4	32.6	49.5	.....	62.2
<b>P.E.I.—</b>											
2—Charlottetown.....	23.9	20.6	21.9	14.7	7.2	17.6	29.0	23.6	48.6	36.9	54.9
<b>Nova Scotia—</b>											
3—Halifax.....	23.8	19.8	20.2	15.1	6.2	26.9	28.5	21.7	44.4	28.1	54.9
4—Sydney.....	23.0	20.1	20.8	13.5	5.8	27.8	31.1	22.4	45.9	32.1	53.9
<b>New Brunswick—</b>											
5—Moncton.....	23.8	20.0	18.2	14.6	6.1	22.2	29.7	24.0	47.1	29.6	52.4
6—Saint John.....	23.5	19.1	19.2	15.3	6.0	21.1	28.5	24.5	44.1	28.6	54.4
<b>Quebec—</b>											
7—Chicoutimi.....	22.9	21.7	19.0	15.0	9.4	31.0	25.6	26.4	46.8	26.9	60.6
8—Montreal.....	21.3	18.9	18.0	15.1	7.2	25.0	28.7	22.3	41.1	24.4	53.2
9—Quebec.....	22.5	20.4	17.4	14.7	6.9	22.7	26.8	26.1	42.9	26.2	56.0
10—Sherbrooke.....	22.3	20.6	18.9	16.0	7.1	25.7	29.9	27.4	43.5	27.6	55.1
11—Sorel.....	20.4	19.1	16.8	14.4	8.9	25.9	26.1	21.8	42.0	26.0	51.8
12—Three Rivers.....	22.2	18.6	19.0	14.4	7.7	25.7	27.0	22.1	42.3	27.1	52.8
<b>Ontario—</b>											
13—Cornwall.....	23.3	19.6	17.8	13.1	7.0	27.5	28.5	22.0	42.3	28.2	51.1
14—Fort William.....	24.2	20.0	18.9	16.8	6.7	37.1	28.1	26.5	42.3	30.0	55.4
15—Hamilton.....	23.3	18.5	17.8	15.8	5.2	30.4	30.5	21.2	42.0	28.0	49.5
16—London.....	21.9	19.7	19.3	14.2	5.5	30.6	28.3	21.4	42.6	27.2	48.3
17—North Bay.....	22.6	17.5	19.3	14.6	5.1	30.8	28.3	25.5	42.3	28.0	52.5
18—Ottawa.....	23.1	20.1	17.9	14.4	6.2	28.1	29.1	24.9	43.5	26.1	48.9
19—Sault Ste. Marie.....	23.6	20.7	19.5	13.6	6.1	34.1	32.2	22.6	40.2	29.9	50.7
20—Sudbury.....	22.9	20.3	18.8	13.9	6.2	30.2	28.1	23.9	42.3	27.9	51.0
21—Timmins.....	22.4	20.0	19.1	14.9	6.5	36.1	26.3	23.3	44.7	33.6	52.1
22—Toronto.....	21.1	18.5	17.7	16.1	4.6	30.9	28.1	20.5	38.4	24.6	47.2
23—Windsor.....	20.6	20.5	19.4	13.9	4.8	29.6	29.6	22.1	42.3	26.9	49.0
<b>Manitoba—</b>											
24—Brandon.....	25.2	21.1	20.8	15.4	9.1	31.4	27.1	29.1	50.1	27.0	t 69.1
25—Winnipeg.....	24.4	20.4	20.2	14.8	6.9	27.8	28.3	26.6	46.5	25.4	t 67.3
<b>Saskatchewan—</b>											
26—Moose Jaw.....	26.9	19.0	21.0	15.3	7.7	32.0	.....	23.9	45.6	31.2	t 69.3
27—Regina.....	27.9	20.0	22.1	15.9	7.8	31.3	27.2	25.8	47.1	29.7	t 73.2
28—Saskatoon.....	26.5	19.4	21.1	16.9	8.6	34.7	29.7	27.8	47.4	34.8	t 70.9
<b>Alberta—</b>											
29—Calgary.....	27.2	18.0	20.3	15.9	8.8	29.7	28.2	24.2	45.3	29.7	t 70.8
30—Drumheller.....	27.6	18.3	21.2	15.9	8.5	34.9	25.0	25.5	44.7	30.0	t 74.2
31—Edmonton.....	27.7	18.5	21.1	15.9	9.0	30.5	29.1	25.1	45.9	27.5	t 71.3
<b>British Columbia—</b>											
32—Prince Rupert.....	26.2	m 18.9	m 17.0	16.8	8.0	45.0	28.6	22.3	45.9	27.7	t 70.2
33—Trail.....	25.1	m 20.3	m 22.8	17.5	8.1	33.5	29.6	27.4	46.8	32.8	t 71.0
34—Vancouver.....	22.5	m 18.7	m 14.2	15.2	7.4	34.5	26.4	21.7	38.4	20.0	t 64.1
35—Victoria.....	23.7	m 17.3	m 16.0	16.3	8.3	37.3	26.1	21.4	36.3	21.0	t 69.0

Above food prices are simple averages of prices reported. They are not perfectly comparable in all cases with price averages for earlier years. Changes in grading, trade practices, etc. occur from time to time. (a) Including cuts with bone-in. (b) Short, rib roast, prime. (c) Including cuts with hock-on. (d) Including butts. (e) Local. (f) Imported.

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Locality	Peaches, choice, per 15 oz. tin	Marmalade, orange, per 32 oz. jar	Corn syrup per 2 lb. tin	Sugar		Coffee, medium, in bags per lb.	Tea, black, medium, per ½ lb. package	Coal	
				Granulated, bulk or in bag per lb.	Yellow, branded package per lb.			Anthracite, per ton	Bituminous per ton
	cts.	cts.	cts.	cts.	cts.	cts.	cts.	\$	\$
<b>Newfoundland—</b>									
1—St. Johns.....	47.9	49.2	39.1	12.0		v 114.9	w 59.4		20.79
<b>P.E.I.—</b>									
2—Charlottetown.....	22.3	44.3	38.0	12.3	11.9	v 120.4	50.7		15.75
<b>Nova Scotia—</b>									
3—Halifax.....	23.8	42.7	35.6	11.5	12.7	114.3	50.1		17.50
4—Sydney.....	22.6	48.4	35.5	12.3	12.8	112.8	50.5		12.35
<b>New Brunswick—</b>									
5—Moncton.....	24.2	41.2	36.1	12.3	12.9	111.1	49.9		16.75
6—Saint John.....	23.6	43.7	36.4	11.8	12.3	111.3	50.6		18.00
<b>Quebec—</b>									
7—Chicoutimi.....		52.4	37.3	12.2	11.6	v 119.3	58.6	27.05	
8—Montreal.....	20.9	41.9	32.6	11.4	11.8	109.2	56.4	27.50	
9—Quebec.....	21.9	46.2	34.2	11.8	11.9	113.2	56.9	25.50	
10—Sherbrooke.....	22.9	41.2	33.5	11.7	12.3	112.0	57.7	27.50	
11—Sorel.....	21.0	41.7	32.9	11.3	11.3	109.4	54.8	25.50	
12—Three Rivers.....	23.9	43.9	33.9	11.6	11.7	110.3	55.9	25.50	
<b>Ontario—</b>									
13—Cornwall.....	22.1	38.5	31.8	11.9	11.9	113.9	55.8	26.75	
14—Fort William.....	22.6	40.7	35.8	12.8	13.2	v 104.5	53.6	25.25	
15—Hamilton.....	22.8	35.2	32.3	11.7	12.6	105.2	55.5	24.50	
16—London.....	22.1	38.4	32.3	11.8	12.4	v 105.9	55.6	25.50	
17—North Bay.....	22.6	40.5	33.7	12.6	13.6	v 117.0	54.8	27.00	
18—Ottawa.....	22.8	41.8	32.4	11.9	12.1	106.8	54.7	26.50	
19—Sault Ste. Marie.....	22.9	37.9	34.5	12.3	12.4	103.2	56.2	24.75	
20—Sudbury.....	22.7	37.7	34.4	12.4	12.6	101.1	55.2	27.25	
21—Timmins.....	23.0	42.6	34.0	12.8	13.5	106.7	54.6	29.50	
22—Toronto.....	21.6	38.5	31.7	11.4	12.2	104.2	54.5	24.25	
23—Windsor.....	21.5	38.0	31.7	11.8	12.4	101.7	54.7	26.00	
<b>Manitoba—</b>									
24—Brandon.....	25.0	44.7	36.1	13.9	14.7	106.5	53.0		17.00
25—Winnipeg.....	23.9	43.2	34.1	14.0	15.1	98.6	52.9		18.45
<b>Saskatchewan—</b>									
26—Moose Jaw.....		42.2	36.7	13.1	13.9	99.6	51.8		15.50
27—Regina.....	24.1	43.9	37.8	13.3	14.3	104.7	52.9		16.50
28—Saskatoon.....	23.6	48.9	36.1	13.8	15.0	101.3	50.9		15.65
<b>Alberta—</b>									
29—Calgary.....	24.4	40.9	36.4	12.9	14.0	102.2	52.9		13.00
30—Drumheller.....	26.1	44.7	37.7	13.2	15.0	103.1	53.0		
31—Edmonton.....	24.7	43.1	35.5	12.9	14.4	108.2	51.6		8.20
<b>British Columbia—</b>									
32—Prince Rupert.....	24.6	41.4	36.6	12.8	14.2	105.8	54.2		19.75
33—Trail.....	24.8	42.0	34.7	12.8	14.0	101.0	52.8		17.25
34—Vancouver.....	22.4	35.9	32.1	10.9	12.5	96.4	52.2		18.11
35—Victoria.....	22.3	38.2	22.3	11.8	13.1	101.7	52.6		19.37

(g) Mixed—carton and loose. (h) Evaporated milk 17-5c. per 16 oz. tin. (i) Package. (k) Mixed—package and bulk. (m) 15 oz. tin. (n) Mixed—California and Australian. (p) 360's. (s) 28 oz. tin. (t) Pure. (v) Including tins. (w) Orange Pekoe.

TABLE F-5.-INDEX NUMBERS OF THE COST OF LIVING IN CANADA AND OTHER COUNTRIES

(Base figure 100 except where noted)

Country:		Canada	United States	Mexico	United Kingdom	Ireland	France	Italy	Sweden	Switzerland	Egypt	South Africa	Australia	New Zealand
Description of Index:	Cost of Living, Dominion Bureau of Statistics	Consumers' Price Index, Bureau of Labour Statistics	Cost of Living, Bureau of Labour Statistics	Cost of Living, Mexico City	Interim Index of Retail Prices, Ministry of Labour	Interim Index of Retail Prices, generale	Retail Price Index, Statistique generale	Cost of Living	Cost of Living	Cost of Living Federal Labour Department	Cost of Living	Cost of Living Census and Statistics Office	Cost of Living Commonwealth Statistician	Price Retail Index, Government Statistician
	1935-39	1935-39	1939	June, 1947	Aug. 1947	1938	1938	1938	1935	June, 1914	June—Aug. 1939	1938	1936-39 = 1000	1st Quarter 1949 = 1000
Localities:														
Base Period:		(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1913		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1914		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1915		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1916		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1917		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1918		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1919		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1920		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1921		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1922		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1926		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1929		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1933		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1939		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1940		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1941		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1944		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1945		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1946		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1947		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1948		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1949		79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1950	June	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1950	July	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1950	August	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1950	September	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1950	October	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1950	November	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1950	December	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1951	January	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1951	February	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1951	March	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1951	April	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100
1951	May	79.1	70.7	100	100	100	100	100	100	100	100	100	100	100

(a) First week of month. (b) Middle of month. (c) Last week of month. (d) Quarterly. (e) New series, August 1939=100, beginning January 1950. (f) Yearly averages are for period from July of preceding year to June of year specified. (g) July. (h) July. (i) Years 1914-47 on base July, 1914=100. 1947 average is for first half of year. (j) New series in June, 1947 base. (k) Revised index. (l) Annual averages 1926-46 are on base July, 1914=100. (m) Average June-December. (n) Adjusted series.



**TABLE F-6.—INDEX NUMBERS OF WHOLESALE PRICES IN CANADA**

(1935-1939 = 100)

SOURCE: Dominion Bureau of Statistics.

	1913	1918	1929	1933	1939	1945	1950	April 1950	Mar. 1951	April 1951
<b>All Commodities.</b>										
Classified According to Chief Component Material—										
I. Vegetable Products.....	83.4	166.0	124.6	87.4	99.2	132.1	211.2	202.5	241.8	242.2
II. Animals and Their Products.....	79.8	175.6	125.7	81.4	89.1	131.6	202.0	196.9	220.6	221.7
III. Fibres, Textiles and Textile Products.....	94.4	199.3	145.2	79.1	100.6	150.0	251.3	239.6	302.4	296.7
IV. Wood, Wood Products and Paper.....	81.6	220.4	128.1	97.8	108.9	130.8	246.7	225.4	327.1	324.7
V. Iron and Its Products.....	88.7	123.7	130.3	87.2	107.5	154.9	238.3	248.5	289.0	293.6
VI. Non-Ferrous Metals and Their Products.....	72.3	184.5	98.2	89.5	104.8	117.9	183.6	180.2	201.5	204.5
VII. Non-Metallic Minerals and Their Products.....	133.9	193.0	134.9	87.5	100.7	107.6	159.5	146.4	174.4	175.9
VIII. Chemicals and Allied Products.....	66.7	96.6	100.0	99.1	99.7	116.4	184.8	164.7	169.3	169.0
	79.8	149.5	120.2	102.4	100.3	124.0	157.7	150.2	184.8	187.5
Classified According to Degree of Manufacture—										
I. All Raw (or partly manufactured).....	85.1	154.4	126.1	79.3	94.9	136.2	212.8	202.3	238.8	238.6
II. All Manufactured (fully or chiefly).....	86.2	169.8	123.7	93.3	101.9	129.8	211.0	203.1	244.1	244.9
*General Building Materials.....	76.2	125.9	112.6	89.1	102.0	144.8	249.9	234.5	291.5	293.9
Residential Building Materials.....			112.4	89.0	102.3	148.3	242.7	227.2	282.6	287.2
Canadian Farm Products Total.....			140.8	69.3	92.6	166.4†	233.0†	228.8	284.2	256.6
Field.....			137.2	69.3	83.7	162.5†	184.6†	180.7	181.2	181.6
Animal.....			144.4	69.2	101.5	170.2	281.4	268.0	347.2	331.6

† Gold is included from 1935 to date.

\* Arithmetically converted from base 1926=100. The indexes for 1951 are subject to revision.

† Revised to include the final five-year contract payment for wheat.

## G—Strikes and Lockouts

**TABLE G-1.—STRIKES AND LOCKOUTS IN CANADA, JANUARY-MAY,  
1950-1951†**

Date	Number of Strikes and Lockouts		Number of Workers Involved		Time Loss	
	Com-mencing During Month	In Existence	Com-mencing During Month	In Existence	In Man-Working Days	Per Cent of Est-imated Working Time
1951*						
January.....	17†	17	6,253†	6,253	16,763	0.02
February.....	14	18	4,324	4,508	18,878	0.02
March.....	22	27	5,455	4,754	15,135	0.02
April.....	15	19	2,450	2,647	9,673	0.01
May.....	31	39	5,772	6,560	34,902	0.04
Cumulative totals.....	99		23,254		95,351	0.02
1950						
January.....	9†	9	2,381†	2,381	38,588	0.04
February.....	11	16	3,053	3,861	24,871	0.03
March.....	14	22	4,620	5,600	25,041	0.03
April.....	13	24	2,081	2,869	15,272	0.02
May.....	18	28	3,733	4,491	24,471	0.03
Cumulative totals.....	65		15,868		128,243	0.03

\* Preliminary figures.

† Strikes untermiated at the end of the previous year are included in these totals.

† The record of the Department includes lockouts as well as strikes but a lockout, or an industrial condition which is undoubtedly a lockout, is not often encountered. In the statistical table, therefore, strikes and lockouts are recorded together. A strike or lockout included as such in the records of the Department is a cessation of work involving six or more employees and lasting at least one working day. Strikes of less than one day's duration and strikes involving less than six employees are not included in the published record unless ten days or more time loss is caused but a separate record of such strikes is maintained in the Department and these figures are given in the annual review. The records include all strikes and lockouts which come to the knowledge of the Department and the methods taken to obtain information preclude the probability of omissions of strikes of importance. Information as to a strike involving a small number of employees or for a short period of time is frequently not received until some time after its commencement.

**TABLE G-2.—STRIKES AND LOCKOUTS IN CANADA, MAY, 1951 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Establish- ments	Workers		
Strikes and Lockouts in Progress Prior to May, 1951				
MINING— Coal miners, River Hebert, N.S.	1	59	765	Commenced April 2; dispute <i>re</i> cleaning off wall before end of shift; terminated May 17; conciliation, civic and negotiations; in favour of employer.
MANUFACTURING— <i>Miscellaneous Wood Products—</i> Furniture factory workers, Kitchener, Ont.	1	87	860	Commenced March 12; for union recognition and agreement providing for extension of vacation plan, payment for statutory holidays, overtime rates, sickness and accident insurance, following reference to conciliation board; terminated May 12; negotiations; compromise.
Sash and door factory workers, Victoria, B.C.	1	10	100	Commenced April 9; for acceptance of master agreement providing for increased wages and cost-of-living bonus retroactive to March 1, 1951; unterminated.
Lumber mill workers, Sarnia, Ont.	1	64	225	Commenced April 30; for a union agreement providing for increased wages, reduced hours and union security pending report of conciliation board; terminated May 4; return of workers pending further negotiations; indefinite.
<i>Metal Products—</i> Dry battery factory workers, Toronto, Ont.	1	131	2,810	Commenced April 24; for increased wages and cost-of-living bonus; unterminated.
Refrigerator factory workers, Hamilton, Ont.	1	19	170	Commenced April 25; alleged discrimination in lay-off of four workers; terminated May 11; negotiations; in favour of workers.
Sheet metal products factory workers, Toronto, Ont.	1	360	430	Commenced April 30; for a new agreement providing for increased wages, reduced hours, cost-of-living escalator clause, and annual improvement factor; terminated May 2; return of workers pending reference to conciliation; compromise.
SERVICE— <i>Business and Personal—</i> Hotel employees, Windsor, Ont.	1	58	400	Commenced March 12; for a union agreement providing for increased wages; terminated May 11; replacement; in favour of employer.
Strikes and Lockouts Commencing During May, 1951				
MANUFACTURING— <i>Rubber and Its Products—</i> Tire factory workers, Kitchener, Ont.	1	1,160	4,200	Commenced May 11; protesting transfer of a worker charged with faulty workmanship to another department; terminated May 17; return of workers; in favour of employer.
Rubber factory workers, Kitchener, Ont.	1	69	180	Commenced May 16, for transfer of workers objecting to new method of payment for calender operators, see strike March 21, 1951; terminated May 21; return of workers; in favour of workers.



TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, MAY, 1951 <sup>(1)</sup>

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Establish- ments	Workers		
Strikes and Lockouts Commencing During May, 1951—Continued				
Animal Foods— Fish packers, Yarmouth, N.S.	1	6	15	Commenced May 18, for increased wages; terminated May 21; return of workers; in favour of employer.
Textiles, Clothing, etc.— Textile factory workers, Dunnville, Ont.	1	248	4,300	Commenced May 2 and May 7; for a new agreement providing for increased wages, reduced hours and other changes; unterminted.
Uniform factory workers, Quebec, P.Q.	1	245	490	Commenced May 10; for increased wages; terminated May 11; negotiations; partially successful.
Card tenders, Welland, Ont.	1	(3) 18	144	Commenced May 21; protest against increase in number of cards to be tended; unterminted.
Hosiery factory workers, Nicolet, P.Q.	1	7	21	Commenced May 29; for increased wages; unterminted.
Miscellaneous Wood Products— Sawmill workers, Sault Ste. Marie, Ont.	1	145	1,600	Commenced May 7; against dismissal of five workers allegedly for insufficient cause; terminated May 21; negotiations; in favour of workers, all reinstated.
Wood flooring factory workers, Beauceville West, P.Q.	1	20	410	Commenced May 7, for a new agreement providing for increased wages; unterminted.
Sawmill workers, Ripples, N.B.	1	25	50	Commenced May 11; for reduced hours from 10 to 9 per day with same take-home pay; negotiations; in favour of workers.
Sash and door factory workers, Regina, Sask.	2	69	250	Commenced May 28; for a new agreement providing for increased wages, cumulative sick leave and time of year for vacations; unterminted.
Metal Products— Foundry and machine shop workers, Toronto, Ont.	1	405	6,000	Commenced May 1; for a new agreement providing for increased wages; unterminted.
Electrical apparatus factory office workers, Peterborough, Ont.	1	250	1,080	Commenced May 2 and 9; alleged delay in negotiations for a union agreement providing for increased wages, cost-of-living bonus and overtime rates; terminated May 4 and 10; return of workers pending further negotiations; compromise.
Auto parts factory workers, Toronto, Ont.	1	63	155	Commenced May 2; for increased wages; terminated May 4; return of workers and replacement; in favour of employer.
Electrical apparatus factory office workers, Toronto, Ont.	1	150	525	Commenced May 3 and 9; alleged delay in negotiations for a union agreement providing for increased wages, cost-of-living bonus and overtime rates; terminated May 4 and 10; return of workers pending further negotiations; compromise.
Metal products factory workers, Fergus, Ont.	1	(4) 600	150	Commenced May 4; for increased wages; terminated May 4; return of workers pending reference to conciliation board; indefinite.

**TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, MAY, 1951 (1)**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars(2)
	Establish- ments	Workers		
Strikes and Lockouts Commencing During May, 1951—Continued				
Radiator factory workers, Plessisville, P.Q.	1	90	1,400	Commenced May 11; for payment of time and one-half for the hour between 6 and 7 a.m., following reference to arbitration; un-terminated.
Structural steel fabricators, Windsor, Ont.	2	500	3,300	Commenced May 16; for increased wages; terminated May 28; negotiations; in favour of workers.
Auto body factory workers, Windsor, Ont.	1	300	225	Commenced May 30; protest against discharge of a worker and for settlement of various grievances; terminated May 30; negotiations; indefinite.
Refrigerator factory workers, London, Ont.	1	38	55	Commenced May 30; dissatisfaction with piece-rate earnings; un-terminated.
Non-metallic Minerals, Chemicals, etc.— Marble finishers, Peterborough, Ont.	1	26	182	Commenced May 22, protest because promotion of one worker removed him from bargaining unit; un-terminated.
CONSTRUCTION— Buildings and Structures— Bricklayers, Windsor, Ont.	..	200	3,000	Commenced May 1; for a new agreement providing for increased wages terminated May 21; return of workers pending settlement; in-define.
Building trades workers, Windsor, Ont.	1	700	525	Commenced May 4; altercation with plant guard over one worker's badge; terminated May 4; negotiations; in favour of workers, guard suspended for seven days.
Construction workers, Parent, P.Q.	1	100	100	Commenced May 7; for increased wages; terminated May 7; negotiations and replacement; partially successful.
Carpenters, Charlottetown, P.E.I.	1	8	30	Commenced May 19; for increased wages and reduced hours; terminated May 26; return of workers and replacement; in favour of employer.
TRANSPORTATION AND PUBLIC UTILITIES— Other Local and Highway Transport— Bus drivers, Chilliwack, B.C.	1	6	55	Commenced May 11; for union recognition and agreement providing for increased wages and reduced hours with definite working schedule; terminated May 22; conciliation, provincial and return of workers pending settlement; indefinite.
Truck drivers and garage- men, Oshawa, Ont.	1	85	145	Commenced May 27; misunderstanding over recognition of grievance committee; terminated May 29; negotiations; in favour of employer.

**TABLE G-2—STRIKES AND LOCKOUTS IN CANADA, MAY, 1951 <sup>(1)</sup>**

Industry, Occupation and Locality	Number Involved		Time Loss in Man- Working Days	Particulars <sup>(2)</sup>
	Establish- ments	Workers		
Strikes and Lockouts Commencing During May, 1951—Concluded				
TRADE— Brewery warehouse and retail stores workers, Windsor, Ont.	10	65	190	Commenced May 5; protesting delay in receiving increased wages and retroactive pay pending settlement of minor grievances in final draft of new agreement, see strike April 26; terminated May 8; negotiations; in favour of workers.
Dairy workers, and route salesmen, Welland, Ont.	1	17	17	Commenced May 23; for reinstatement of two routemen following mishaps; negotiations; compromise, workers to be reinstated within two weeks.
SERVICE— <i>Business and Personal—</i> Garage mechanics and apprentices, London, Ont.	1	9	200	Commenced May 1; for union recognition and agreement providing for increased wages, overtime rates, pay for statutory holidays, etc., following reference to conciliation board; partial return of workers; unterminated.
Auto and truck service garage workers, Vancouver, B.C.	4	148	148	Commenced May 9; for a new agree- ment providing for increased wages, check-off, union shop, etc.; terminated May 9; negotiations; compromise.

(1) Preliminary data based where possible on reports from parties concerned, in some cases incomplete; subject to revision for the annual review.

(2) In this table the date of commencement is that on which time loss first occurred and the date of termination is the last day on which time was lost to an appreciable extent.

(3) 675 indirectly affected; (4) 75 indirectly affected; (5) 42 indirectly affected.



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